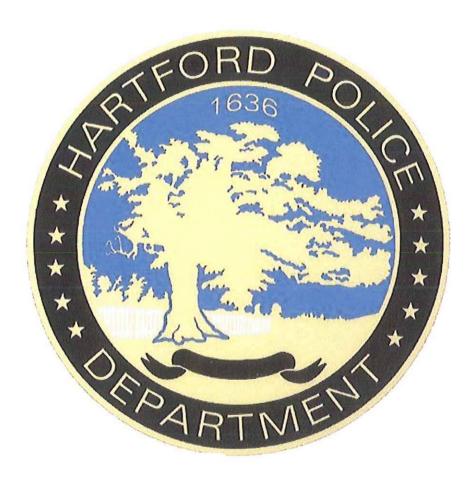
HARTFORD POLICE DEPARTMENT



I-File #2018-021

Assistant Chief Rafael Medina III L49
Assigned Investigator

Book #1



Hartford Police Department Command Review Worksheet

HPD #: I-File 2018-021

(Please specify CIR #, IAD #, SIR #)

Document Descript	ion: SIF	R IAD		HPD Form	Other:	
Supervisory Review	v:					
Draft Review Only: Command Review:	F	Forward for Revi	ew:	'Sergeant		Date
Forward: Command Review:	Return:	Due Date:		/Lieutenant		Date
Forward: Command Review:	Return:		/	/ Captain		Date
Forward: Command Review: Investigation com		Due Date:		Deputy Chief		Date
Forward:		Due Date:	1	Assistant Chie	fall tyg	3/11/19 Date
Final Command Re	view: L Conci	in will.	the	findings.		
Accepted:	Return:	Due Date:		Chief of Polic	AQ e	3. 12. 2019 Date

Attach this Worksheet to all SIRs and other completed staff work forwarded up the chain of command



LUKE A. BRONIN Mayor

CITY OF HARTFORD

HARTFORD POLICE DEPARTMENT

253 High Street Hartford, Connecticut 06103

Telephone: (860) 757-4000 Fax: (860) 722-8270 www.hartford.gov/police



DAVID ROSADO Chief of Police

INTERNAL AFFAIRS INVESTIGATION REPORT IAD I-FILE # 2018-021

DATE OF INCIDENT:

Tuesday, October 16, 2018

TIME OF INCIDENT:

Approximately 1530 to 1600 hours

LOCATION OF INCIDENT:

Pullman and Comley, LLC

90 State House Square, Hartford, Connecticut

COMPLAINANT:

Lieutenant Brian Bowsza #H48

Hartford Police Department

Chief of Staff 253 High Street Hartford, CT 06103

Telephone: 860-757-4000

COMPLAINT DATE:

November 2, 2018

NAME OF EMPLOYEE:

Assistant Chief Jason C. Thody #D07

Employee#: 947901

Hire Date:

August 1, 2018

Hartford Police Department

Office of Administrative Services

253 High Street Hartford, CT 06103

CODE OF CONDUCT:

Section 2.10:

Knowingly or willfully making a false entry in any Departmental or other official report or record.

NATURE OF COMPLAINT:

The complainant alleges that on Tuesday, October 16, 2018, Assistant Chief Jason C. Thody of the Hartford Police Department was called as a witness for the City regarding the content of a Fair and Impartial Policing training course which he is a certified instructor. As part of the City's presentation, a POSTC training form was presented, which bore Assistant Chief Thody's signature in the "instructor" box. The Union expressed concern to Lieutenant Bowsza that Assistant Chief Thody may have falsified a document and/or falsified his testimony under oath.

AUTHORITY TO INVESTIGATE:

On Friday, November 2, 2018, this investigator was assigned Internal Affairs Division I-File# 2018-021 by Chief David Rosado, Chief of the Hartford Police Department.

NOTIFICATION:

On Tuesday, November 6, 2018 at approximately 1235 hours, I hand delivered the subject notification of investigation letter to Assistant Chief Jason C. Thody at Hartford Police Department Headquarters. At approximately 1237 hours, I hand-delivered the witness notification letters to Lieutenant Brian Bowsza and Sergeant John Szewczyk at Hartford Police Department Headquarters.

On Wednesday, November 21, 2018 at approximately 1100 hours, I hand-delivered the witness notification letter to Sergeant John Youens #H65 at Hartford Police Academy.

At approximately 1220 hours, I hand-delivered the witness notification letter to Perry-Ann Mendes at Hartford Police Department Headquarters.

At approximately 1300 hours, Lieutenant Kevin O'Brien hand-delivered the witness notification letter to Robin Johnson at Hartford Police Department Headquarters.

At approximately 1400 hours, Lieutenant Kevin O'Brien hand-delivered the witness notification letters to Hartford Police Academy Instructors Sergeant Michael Chauvin, Sergeant Michael Anderson, Officer Luis Franco and Officer Jefferey Fish at the Hartford Police Academy, 85 Edward Street, Hartford, CT.

On Monday, November 26, 2018 at approximately 0900 hours, Lieutenant Kevin O'Brien hand-delivered the witness notification letter to Lieutenant William Rea at Hartford Police Department Headquarters.

At approximately 0915 hours, Lieutenant Kevin O'Brien hand-delivered the witness notification letter to Lieutenant Robert Shelby at the Hartford Police Academy, 85 Edward Street, Hartford, CT.

INVESTIGATION:

On Friday, November 2, 2018, Lieutenant Kevin O'Brien #I65, Commander of the Internal Affairs Division, provided me with a City of Hartford Interdepartmental Memorandum (Exhibit #1). The memorandum was sent from Chief David Rosado to Lieutenant Kevin O'Brien on November 2, 2018. The subject of the memorandum was "I-File #2018-021" and in the body of the memorandum, Chief Rosado requested that an internal affairs investigation into the testimony of Assistant Chief Jason C. Thody's during an arbitration hearing.

LT O'Brien also provided me with a City of Hartford Interdepartmental Memorandum sent from Chief of Staff, Lieutenant Brian Bowsza #H48 to Chief David Rosado on November 2, 2018 (Exhibit #2). The subject of the memorandum is: "Arbitration Testimony of Assistant Chief Jason Thody." LT Bowsza related in his memorandum,

"An arbitration process for former Hartford Police Detective Robert Lanza has been underway for several months. As part of that arbitration process, a hearing was held on October 16, 2018 at the law offices of Pullman and Comley, LLC at 90 State House Square, Hartford, CT.

At that hearing, Assistant Chief Jason Thody was called as a witness for the City regarding the content of a Fair and Impartial Policing training course that former Detective Lanza had received. As part of the City's presentation, a POSTC training form was presented, which bore A/C Thody's signature in the "instructor" box.

During cross examination, the Union asked A/C Thody to review the POSTC form and then asked if the form indicated that he had provided instruction at the Hartford Police Academy on February 23, 2016. Assistant Chief Thody stated that the form did indicate he taught on that day.

They then asked A/C Thody where he was on that date. After being prevented from referring to his personal calendar, A/C Thody indicated that he was unsure of his whereabouts on that day. The Union then followed up with evidence indicating that on that date A/C Thody was in Louisville, Kentucky at the Administrative Officer's Course at the University of Louisville. The Union expressed concern to me that Assistant Chief Thody may have falsified a document and/or falsified his testimony under oath.

Each of the hearings have been professionally transcribed, and I have attached the relevant portions of that day's transcript to this memorandum. The entire transcript is available for review, if necessary.

Due to the concerns that were raised, I believe that this incident is worthy of investigation."

On Wednesday, November 14, 2018, at approximately 1406 hours, LT Bowsza provided me with an email correspondence (Exhibit #3) between him and SGT John Szewczyk Jr. This email contained two communications, one dated Wednesday, October 24, 2018 at 3:58 PM and the second on Friday, November 2, 2018 at 1:17 PM. Both emails were about the "Lanza Arbitration Testimony" and are shown below.

"From: Bowsza, Brian J. [BOWSB001@hartford.gov]

Sent: Wednesday, October 24, 2018 3:58 PM

To: Szewczyk Jr., John

Subject: Lanza Arbitration Testimony

Good Afternoon, Sgt. Szewczyk.

As a follow-up to our telephone conversation toward the end of last week and in my office yesterday, if you believe there has been, or may be, some kind of misconduct on the part of the HPD Command Staff (specifically A/C Jason Thody) related to testimony at the Lanza arbitration hearing, please let me know if the Union would formally like to request an investigation into the matter."

"From: Szewczyk Jr., John

Sent: Friday, November 2, 2018 1:17 PM

To: Bowsza, Brian J. <BOWSB001@hartford.gov>

Subject: RE: Lanza Arbitration Testimony

LT. Bowsza,

As I have stated many times, the Hartford Police Union is committed to fair and equitable treatment and due process for all its members. We support transparency, good public policy decision making and are committed to the highest ethical standards not just for our membership, but for the entire department. This includes the command staff. The City's decision to submit the evidence in question into arbitration on 8/27/18, followed up by additional oral testimony on 9/16/18 certainly is problematic and concerning, especially considering what was discovered during the cross examination of Assistant Chief Jason Thody.

That being said, it is not the decision of the Union to determine what the consequences, if any, of those actions will be to the City or to Assistant Chief Thody. That will be determined by others which may include, but not be limited to, Chief of Police David Rosado, an arbitrator, the Public Safety Committee of the Hartford Common Council, the Police Officer Standards and Training Council, and the State's Attorney's Office.

Respectfully,

Sgt. John Szewczyk
President, Hartford Police Union"

LT Bowsza also provided me with pages 506 to 523 (Exhibit #4) of a transcript for the "Lanza Arbitration" hearing which was held on October 16, 2018. This portion of the transcript captures

the cross-examination of Assistant Chief Jason Thody by Hartford Police Union Attorney Marshall Segar and the redirect examination by City of Hartford Attorney John Shea. Cassian Reporting, LLC prepared the transcript. I advised LT Bowsza to provide me with the full transcript for Assistant Chief Thody's testimony. On Monday, December 3, 2018, LT Bowsza provided me with full version of the Lanza Arbitration hearing transcript for day 3 (Exhibit #4). A review of the material provided revealed the following:

Attorney Segar begins his line of questioning for the fair and impartial policing canned program that was purchased by the Hartford Police Department and taught at the Hartford Police Academy. Assistant Chief Thody explained that besides himself, Detective Nick Trigilia, Lieutenant William "Billy" Rea and Lieutenant Lauren Cox are trained to instruct the course. He confirmed the course is 6 hours total that is split into 2 modules.

Assistant Chief Thody further explained that the restorative justice model "is where an employee or an individual that has had a negative impact on something is part of the rebuilding of that brand of that individual and then of the agency." Assistant Chief Thody further related that it would be sitting down in groups, small groups initially to show that a couple bad decisions don't necessarily tell you the whole story about a person. It restores both the credibility of an individual and thus the agency that the individual represents.

Attorney Segar then questioned Assistant Chief Thody about the amount of times he instructed the modules to in-service audiences at the Hartford Police Department (Page #510 of the transcript). Assistant Chief Thody stated: "Six times." He explained that the way in-service training works is the department is broken down into thirds. "Module 1 would have been three series of instructions to three different groups of people, and then Module 2 would have been the same three series of instructions on Module 2 to three additional groups."

Starting on page #512, Attorney Segar begins to question Assistant Chief Thody about City Exhibit 8, the POSTC Review Training Credit form. He first has Assistant Chief Thody identify the form and then asks if the form indicates, as does the Training Trakker, that he taught the class on February 23, 2016. After reviewing the form and Training Trakker, Assistant Chief Thody stated "Yes." Attorney Segar asked, "Did you?" and Assistant Chief Thody stated "Yes."

Attorney Segar goes on to ask Assistant Chief Thody to recall where he was on February 23, 2016. It should be noted that he is asking Assistant Chief Thody to recall where he was approximately 2 years and 8 months later. Assistant Chief Thody advises Attorney Segar that he did not know. Attorney Segar then asked Assistant Chief Thody if he was in Louisville, Kentucky at the Southern Police Institute on that date. Assistant Chief Thody advised that he would have look it up because he did not know. Attorney Segar stated, "I would just advise you that any type of reference to your phone, it's objected to review by me." Assistant Chief Thody asked Attorney Segar if he did not want him to look at his calendar to which Attorney Segar stated, I'm asking you where were you." Assistant Chief Thody stated once again that from his recollection, he did not know. Attorney Segar pressed forward and asked when did Assistant Chief Thody roughly attend the Southern Police Institute. Assistant Chief Thody stated, "again, without referencing my calendar, I do not know."

Continuing on page #514 of the transcript, Attorney Segar has Assistant Chief Thody identify another document without stating what the document is. Assistant Chief Thody stated they are timecards, his time cards. Assistant Chief Thody also confirms that the time cards are for the period in question.

➤ It should be noted that Assistant Chief was shown photocopies of 4-timecards with date ranges from 2/14/16 to 3/12/16. This was determined based upon an email sent to Lieutenant Brian Bowsza from reporter Shyang Puri of NBC CT on Wednesday, December 19, 2018. Attached to the email were photocopies of the POSTC-50 form in question, Assistant Chief Thody's timecards and the transcript for the Lanza Arbitration hearing on October 16, 2018. Shyang Puri of NBC CT was trying to confirm the authenticity of the documents as she received them from an unnamed source.

At this point in questioning of Assistant Chief Thody by Attorney Segar, Attorney John P. Shea, Jr. for the City of Hartford interjects. Attorney Shea asks, "what's the purpose of the offer?" In response, Attorney Segar states, "he's not there. He doesn't give this class. He's in Louisville, Kentucky at the Southern Police Institute.

After a series of statements about rules of evidence specific to arbitration hearings between Attorney's Segar and Shea, Attorney Segar moves forward with his questioning of Assistant Chief Thody. Attorney Segar advises Assistant Chief Thody that he is free to check his records as to where he was on February 23, 2016 if he wanted. Assistant Chief Thody advises Attorney Segar that he doesn't need to because if the time card indicates that he is out of state training, then he was probably in Kentucky on the 23rd.

Attorney Segar resumes his questioning of Assistant Chief Thody about the POST form in question. Attorney Segar asks Assistant Chief Thody if it is his signature on the form and his POST ID. Assistant Chief Thody related that it was his signature.

Attorney Segar asks Assistant Chief Thody once again if he taught the class on February 23, 2016, to which Assistant Chief Thody related no, if he was in Kentucky, no. Attorney Segar then asks Assistant Chief Thody if it is his signature on the form and did he sign the form. Assistant Chief Thody explained that it is his signature on the form, however, the date is not in his handwriting.

Once again, Attorney Segar asks, "Did you sign that form?" Assistant Chief Thody explains that it was hard to tell because it is his signature, however, his assumption "is that when you do the first of the three training sessions, because it's the same content, I'll sign the POSTC form, and they'll copy that. Because the date is handwritten not in my handwriting, that would be my guess as to what happened here." Assistant Chief Thody further states, "I don't know why they would transpose my signature onto this one and not have someone who was there sign it. That is something that I will look into."

Attorney Segar continued with his questioning of Assistant Chief Thody's teaching of the course. He stated that Assistant Chief Thody testified to teaching on six occasions "Module 1, Module 2

for the third, Module 1 and Module 2 for the second third and Module 1 and Module 2 for the third third" and asked Assistant Chief Thody if that was correct. Assistant Chief Thody explained that it was evident that he was mistaken because he was in Louisville on that date. He further related that one of the other officers must have taught that program on that date.

Beginning on page #521 of the transcript, Attorney Shea conducts his redirect examination of Assistant Chief Thody. Assistant Chief Thody explained that all the forms are photocopies and that he did not sign each personally. He further explained that when an instructor teaches at the Academy, they do not sign 150 POSTC forms.

Assistant Chief Thody also related that he signed the form for the first class that he taught, and they (Academy) photocopied that form for the next two classes. So even though that is his signature on the form, it is a photocopy of his signature and not the original. Assistant Chief Thody also confirmed that since he was out of state at that time, likely one of the other instructors provided the period of instruction. Attorney Shea asked if it would be Assistant Chief Thody's best conclusion that it was the actions of someone else in applying his photocopied signature to the form to which he related "Yes. I did not do that."

WITNESS INTERVIEW: LIEUTENANT BRIAN BOWSZA #H48 (EXHIBIT #5: RECORDING)

On Wednesday, November 21, 2018 at approximately 0900 hours, LT Brian Bowsza was interviewed by Lieutenant Kevin O'Brien and this investigator. The interview was conducted in the Internal Affairs Unit interview room, located within Hartford Police Department Headquarters, 253 High Street, Hartford, CT. LT Bowsza was by himself at the interview since he is not the focus of the investigation, but a witness. However, this investigator provided LT Bowsza with a Waiver of Union Representation Form which he read and signed acknowledging that he did not want union representation. LT Bowsza presented himself at the Internal Affairs office, dressed in business attire and acted with a professional demeanor. LT Bowsza answered questions in a rational manner and appeared to cooperate with this investigation. Over the course of the interview, LT Bowsza provided investigators with a background of the basis for this complaint. LT Bowsza related the following facts and circumstances associated with this complaint:

LT Bowsza confirmed that he sent an email to John Szewczyk Jr. on Wednesday, October 24, 2018 about Lanza Arbitration testimony. He explained that John Szewczyk Jr. is a sergeant with the Hartford Police Department and is currently president of the Hartford Police Union. As for his role in the Lanza Arbitration hearing, SGT Szewczyk is assisting with the defense and presenting the case on behalf of former Detective Lanza. LT Bowsza further related that the hearing was held on October 16, 2018 in 90 State House Square at the offices of Pullman & Comley, LLC.

In the email LT Bowsza sent to SGT Szewczyk, he stated: "As a follow-up to our telephone conversation toward the end of last week and in my office yesterday, if you believe there has been, or may be, some kind of misconduct on the part of the HPD Command Staff (specifically

A/C Jason Thody) related to testimony at the Lanza arbitration hearing, please let me know if the Union would formally like to request an investigation into the matter.

LT Bowsza explained that the actual conversations began on the afternoon of the October 16, 2018 when Assistant Chief Thody testified. He further related that he had multiple conversation on this topic with SGT Szewczyk to include in his office on October 23, 2018 and possibly one meeting in between. LT Bowsza explained that SGT Szewczyk was concerned that because all witnesses in the arbitration process are sworn in under oath, there could be a factual issue with one of the POST forms that was signed by Assistant Chief Thody. It was also the Unions position that Assistant Chief Thody had somehow intentionally or willfully perjured himself, lied under oath, and/or gave false testimony creating a perjury situation.

In his email to SGT Szewczyk on Wednesday, October 24, 2018, LT Bowsza asked SGT Szewczyk if the Union would formally like to request an investigation into the matter (Exhibit #3). SGT Szewczyk responded to LT Bowsza via email on Friday, November 2, 2018 indicating that it was "The City's decision to submit the evidence in question into arbitration on 8/27/18, followed up by additional oral testimony on 9/16/18 certainly is problematic and concerning, especially considering what was discovered during the cross examination of Assistant Chief Jason Thody."

LT Bowsza explained that the evidence submitted by the City on 8/27/18 was a POST training form that was completed at the end of a giveback day (in-service) for some type of continuing education process. It is a state form dated February 23, 2016. He believes that one of the topics of instruction noted on the form was "Fair & Impartial Policing" and there were two other topics that he did not recall that were taught by other instructors on that day. LT Bowsza further related that the form had Assistant Chief Thody's signature in the instructor box, it was signed by former Detective Lanza as having received the training, and the training officer was Officer Todd Jediny.

LT Bowsza advised that the POST form was obtained by Attorney John Shea of Pullman & Comley. LT Bowsza is unaware from whom Attorney Shea received the POST form from, however LT Bowsza has identified the form as a standard Hartford Police Department form. He further indicated that the reason the POST form was submitted as evidence by the City was to show that Lanza had attended and received training in Fair & Impartial Policing.

LT Bowsza confirmed that Assistant Chief Thody was the individual whose testimony the Union felt was problematic and concerning as stated in the email. He explained that Assistant Chief Thody was brought in as a witness for the City to testify regarding the content of the Fair & Impartial Policing. The Hartford Police Union had two issues with Assistant Chief Thody's testimony. The first was Assistant Chief Thody's signature on the POST form which Assistant Chief Thody acknowledged was his signature, but unsure how his signature got on the form.

The second issue was the result of cross examination by Attorney Segar on behalf of the Union. LT Bowsza explained that what Attorney Segar did was "*leading and kind of underhanded*." They presented the POST form to Assistant Chief Thody to confirm that it was a POST form, that it was his signature on the POST form, and that the course on the form was Fair & Impartial

Policing. LT Bowsza also related that Assistant Chief Thody was then asked if the form indicated that he taught the class on February 23, 2016 to which Assistant Chief Thody answered yes. LT Bowsza believes that Assistant Chief Thody was then asked the follow-up question, "did you?" and he answered, "I believe so."

LT Bowsza related that there was another short period of questioning by Attorney Segar in which he asked Assistant Chief Thody if he taught the class and where was he on February 23, 2016. At that point, Assistant Chief Thody went to reach for his cellular telephone to check his calendar and Attorney Segar stopped him, preventing him from looking at his calendar.

Referring to the email exchange between SGT Szewczyk and LT Bowsza, I referenced the following response by SGT Szewczyk, "that being said, it is not the decision of the Union to determine what the consequences, if any, of those actions will be to the City or to Assistant Chief Thody. That will be determined by others which may include, but not be limited to, Chief of Police David Rosado, an arbitrator, the Public Safety Committee of the Hartford Common Council, the Police Officer Standards and Training Council, and the State's Attorney's Office."

I asked LT Bowsza based upon SGT Szewczyk's response, did the Union want to make a formal request for an investigation into the matter? LT Bowsza related that based on the response, SGT Szewczyk did not want to decide one way or the other. LT Bowsza further explained that SGT Szewczyk was being vague, indicating that there could be repercussions down the road from other people, but the Union wasn't interested. He indicated that based upon who SGT Szewczyk listed, the repercussions could be formal discipline from Chief Rosado, consequences with cases currently in arbitration, sanctions or political pressure from the Common Council, potential decertification from POST and potential "Giglio" issues with the State's Attorney's Office.

LT Bowsza confirmed that on November 2, 2018, he sent a memorandum to Chief Rosado concerning the testimony of Assistant Chief Thody during the arbitration hearing (Exhibit #2). Contained in the memorandum is a synopsis of what LT Bowsza explained above. Refer to exhibit #2 for further details.

As the interview progressed, LT Bowsza explained that Assistant Chief Thody was called as a witness for the city to explain the content of the Fair & Impartial Policing training course that Lanza received. Assistant Chief Thody was instrumental in bringing the course to the Hartford Police Department and is the most familiar with the content of the course. He was also able to have officers trained to instruct the course through the train-the-trainer program.

LT Bowsza explained that module #2 of the Fair & Impartial Policing training course was taught on a series of 3 giveback days, one of which was February 23, 2016. He also confirmed that Lanza signed the POST form indicating he received the training for module #2 on February 23, 2016. LT Bowsza does not know who provided the training to Lanza on that date but believes it could have been LT William Rea, who is also certified to teach the Fair & Impartial Policing training course.

Part of the issue with Assistant Chief Thody and the other instructors listed on the POSTC-50 form is that they do not sign each attendee form. LT Bowsza related that there could be up to 100

attendees at each of the 3 giveback days. His understanding of the practice at the Academy is that the instructor signs 1 form. The Academy then fills in the date on the form when that topic is taught.

In his memorandum to Chief David Rosado on November 2, 2018, LT Bowsza stated, "During cross examination, the Union asked A/C Thody to review the POSTC form and then asked if the form indicated that he had provided instruction at the Hartford Police Academy on February 23, 2016. Assistant Chief Thody stated that the form did indicate he taught on that day.

They then asked A/C Thody where he was on that date. After being prevented from referring to his personal calendar, A/C Thody indicated that he was unsure of his whereabouts on that day. The Union then followed up with evidence indicating that on that date A/C Thody was in Louisville, Kentucky at the Administrative Officer's Course at the University of Louisville."

LT Bowsza confirmed that during the hearing on October 16, 2018, the union asked Assistant Chief Thody to remember his whereabouts on February 23, 2016 without allowing him to reference his calendar. LT Bowsza described the Union's line of questing as underhanded. They gave Assistant Chief Thody evidence that they knew was inaccurate, they had him review it and asked him if it indicated that he taught the class, which in fact the evidence indicated that it did.

LT Bowsza indicated that Assistant Chief Thody's signature is in the instructor box on the form, but he does not know what that means. He further related that Assistant Chief Thody was asked if that was his signature on the form and he stated that it was. Assistant Chief Thody was then asked if his signature on the form indicated that he taught the class and he stated that it did. He was further asked where was he on that date but before Assistant Chief Thody could answer accurately by consulting his personal calendar, they (Union) stopped him. LT Bowsza stated that to him that was a perjury trap, underhanded, and not a fair thing to do.

Upon reviewing the transcript of Assistant Chief Thody's testimony on October 16, 2018 with LT Bowsza, LT Bowsza indicated that Assistant Chief Thody reached for his cellular telephone to reference his calendar when asked what his attendance dates at the Southern Police Institute were. At that point, Attorney Segar made a physical motion to prevent Assistant Chief Thody by holding his hand up in front of him as a pause or halt while stating reference to the phone would be objected to by the Union. Assistant Chief Thody stated that he didn't recall and needed to check his records and they prevented him from doing so.

To support the Union's argument that Assistant Chief Thody was in Louisville, Kentucky, the Union presented photocopies of Assistant Chief Thody's timecards from February 14, 2016 to March 12, 2016. LT Bowsza explained that in 2016, the Hartford Police Department had paper timecards, not the "Kronos" electronic timekeeping system. He further related that the timecards are retained for several years, maybe up to 5 years in the fiscal office. LT Bowsza further stated that the timecards in question were filled out by now LT William Rea and himself, indicating that Assistant Chief Thody was in Louisville, Kentucky.

LT Bowsza related that he does not know how the Union obtained the photocopies of the timecards. When asked how I could obtain copies, LT Bowsza explained that as an agent of the

City and being the Assistant Chief, I would have to physically go to Fiscal and request the timecards for a specific employee for a specific date. Someone from Fiscal would then have to walk me through the process to retrieve the timecards from the locked filing cabinet.

LT Bowsza further explained that he went to Fiscal after the arbitration hearing on the day that Assistant Chief Thody testified in attempt to find his original timecards and to see where they could have gotten them from. LT Bowsza related that he needed help locating the actual timecards because he could not find them. LT Bowsza believes that the Union would only have access to the records through a MERA (Municipal Employees Relations Act) request from the Union looking for the documents. They would submit the MERA request to Deputy Chief Rendock, LT Bowsza as the Advocate or Attorney Shea. If it went to Attorney Shea, he would have reached out to LT Bowsza as the representative for the police department. LT Bowsza indicated that he is unaware of any requests made and did not personally receive any requests for Assistant Chief Thody's timecards. Attorney Shea was also unaware of how the Union obtained the documents.

LT Bowsza confirmed that Union President Szewczyk testified during the hearing in relation to being a POST certified instructor in 3 to 4 areas. SGT Szewczyk also testified as to what he knows about instructing classes. LT Riccitelli testified to the significance of the records and the Training Trakker.

LT Bowsza concluded by relating that the Union took a tactical approach with the line of questioning to discredit Assistant Chief Thody. They had the photocopies of the timecards and they knew they wanted to go down that path. Someone did the research that he attended the Southern Police Institute at that time, which has nothing to do with Lanza's case.

WITNESS INTERVIEW: SERGEANT JONATHAN YOUENS #H65 (EXHIBIT #6: RECORDING)

On Monday, December 3, 2018, at approximately 0915 hours, Sergeant Jonathan Youens #H65 was interviewed by Lieutenant Kevin O'Brien and this investigator. The interview was conducted in the Internal Affairs Unit interview room, located within Hartford Police Department Headquarters, 253 High Street, Hartford, CT. SGT Youens was by himself at the interview since he is not the focus of the investigation, but a witness. However, this investigator provided SGT Youens with a Waiver of Union Representation Form which he read and signed acknowledging that he did not want union representation. SGT Youens presented himself at the Internal Affairs office, dressed in uniform of the day and acted with a professional demeanor. SGT Youens answered questions in a rational manner and appeared to cooperate with this investigation. Over the course of the interview, SGT Youens provided investigators with pertinent information related to this investigation. SGT Youens related the following facts and circumstances associated with this complaint:

SGT Youens has been with the Hartford Police Department for over 12 ½ years and is currently the Training Sergeant at the Hartford Police Academy. His duties entail overseeing all training operations for recruits and in-service recertification training for sworn officers. SGT Youens also

schedules in-service training for sworn officers who are required to be re-certified with credits every 3 years. He schedules the necessary classes for officers to be re-certified and brings in instructors to facilitate training, so officers receive training credits. He related that all instructors must be certified through the state and teach a curriculum that either they put together or is authorized by POST.

SGT Youens confirmed that a "giveback day" is the term utilized at the Hartford Police Department for in-service training of sworn police personnel. It is a contractual obligation that officers must attend.

SGT Youens did not know at the time of the interview how many Hartford Police Officers are certified to teach at the Academy because he did not have the list in front of him. He did explain that a list is available on the POST website. He also related that there is a list hanging on the wall at the Hartford Police Academy that we could review.

SGT Youens confirmed that as the Training Coordinator for the Hartford Police Academy, he is familiar with the Police Officer Standards and Training Council (POSTC) Review Training Credit Report form, POSTC-50. SGT Youens then provided investigators with a blank POSTC-50 form (Exhibit #7). He explained that there are several iterations of the Review Training Credit Form that is offered online, and the current form is Rev. 05/2017. It is a state-issued form that is utilized by all police departments in the State of Connecticut.

SGT Youens explained the form to investigators and what needed to be transcribed onto the form to make it valid for in-service credit. Self-explanatory are sections "Officer" which contains Last, First and MI and "Department," to indicate the Police Department with which the officer is employed. The "POST ID#" is completed by the officer, if not, the Academy has a list and will fill in the number.

SGT Youens related that when an officer comes to in-service training, the Academy provides them with a pre-filled out form. With having over 100 officers at each training event, they can't take time to fill out each individual form. So, what they do is have the officers come to training, have the instructor sign a POSTC-50 form and make photocopies of it so the officers can get credit for attending the training. When the officer completes the training, the officers fill out their name in the officer box and police department. On occasion, the Academy staff will fill in "Hartford" on the form.

SGT Youens went on to explain that officers are required to have mandatory training over a 3-year recertification period which consists of a minimum of 28 hours of training and 32 elective hours of training. The officer's certification expires on June 30th of every 3rd year they are employed. He further explained that everyone is on a rotating cycle based on their date of hire.

The next part of the form to be completed is the "Curriculum Areas." SGT Youens provided investigators with examples of POSTC-50 forms with the curriculum area filled-in (Exhibit #8) and dated for the giveback training the Academy facilitated between November 5, 2015 and February 23, 2016. The same 3 areas of instruction were provided on November 5, 2015, December 10, 2015 and December 15, 2015. SGT Youens was unable to locate the form for

December 15, 2015. Following is a summary of the 2 examples provided for the period between November 5, 2015 and December 15, 2015:

- Form dated 11-05-15, signed by the instructors for the following areas of instruction provided: 413 Fair & Impartial Policing by Captain Jason Thody, 604 Crimes in Progress (Active Shooter) by LT Michael Manson and 604a Building Searches (Active Shooter) by LT Michael Manson.
- Form dated 12/10/15, signed by the instructors for the following areas of instruction provided: 413 Fair & Impartial Policing by Captain Jason Thody, 604 Crimes in Progress (Active Shooter) by LT Michael Manson and 604a Building Searches (Active Shooter) by LT Michael Manson.
 - Note: The same pre-filled out POSTC-50 form was utilized for in-service training (giveback day) for November 5, 2015 and December 10, 2015. The Academy conducted the same block of instruction on December 15, 2015, however, SGT Youens was unable to locate the form for that date.

The same 3 areas of instruction were provided for giveback training on January 29, 2016, February 18, 2016 and February 23, 2016. All forms are signed by the instructors and Training Officer Todd Jediny #E92. Following is a summary of the 3 photocopied examples provided for that period:

- 1. Form dated 1/29/16, signed by the instructors for the following areas of instruction provided: 413 Fair & Impartial Policing by Captain Jason Thody, 304 Medical Response Technician by Sergeant Jeffrey Morrison, 604 Crimes in Progress by Sergeant John Youens.
- 2. Form dated 2/18/16, signed by the instructors for the following areas of instruction provided: 413 Fair & Impartial Policing by Captain Jason Thody, 304 Medical Response Technician by Sergeant Jeffrey Morrison, 604 Crimes in Progress by Sergeant John Youens.
- Form dated 2/23/16, 413 Fair & Impartial Policing by Captain Jason Thody, 304 Medical Response Technician by Sergeant Jeffrey Morrison, 604 Crimes in Progress by Sergeant John Youens.
 - Note: same pre-filled out POSTC-50 form utilized for in-service training (giveback days) for January 29, 2016, February 18, 2016 and February 23, 2016.

When reviewing the form dated November 5, 2015 with SGT Youens, he indicated that he did not know who the signatures in the instructor box belong to because they are illegible. He did indicate though, that in the section below, the instructor's names are printed for identification purposes. So, on November 5, 2015, Captain Jason Thody, Lieutenant Michael Manson, Sergeant Michael Chauvin, Sergeant Jonathan Youens and Sergeant Michael Creter were

involved with the period of instruction on that day. Typically, the instructors who taught are identified at the bottom of the form.

SGT Youens continued by relating that the form itself is confusing and he wanted to clarify. He related it is not necessarily that instructor who specifically taught, although that may be the spirit from the state. What it really is, is an approved curriculum; the instructor signs off on the curriculum and that has been the practice for years. For instance, crimes in progress, active shooter and building searches. SGT Chauvin, SGT Creter and SGT Youens had some involvement with different aspects of the training, but they did not teach the entire course.

SGT Youens then stated that what the form says is "I'm currently a certified POST instructor in each of the instructional areas taught above." The form doesn't exactly indicate that you definitely, 100% were the instructor standing in front of the class that day and this is where it is something of a gray area. For example, if an outside group such as the Department of Children & Families (DCF) wants to conduct training at the Academy, they are not certified instructors.

What has been the practice at the Hartford Police Academy, is the instructors who are able to provide training credit in that corresponding category, would review all the material. After review of the material, they would then determine whether they agree with the material and sign the POST form, so officers can get training credit. If this practice didn't happen, officers wouldn't be able to get training credit for the class. That would negate the point of giveback training which is designed for officers to get recertified with their training credits.

SGT Youens confirmed that based on how the form is designed, the instructor who signs in the "**Instructor Signature" box is not necessarily the individual who taught the class. It indicates that they reviewed the material for the course of instruction, approved the material, and allowed it to be taught at the Academy. He indicated that when you are signing this POST form, you will note that on the righthand side it says signature and an instructor will sign underneath it. You also see several little asterisks and it states that **I am a currently certified POSTC instructor in each of the instructional areas taught above." It then states, "This form must be maintained for each officer by the police department's training officer. It is documentation of review training credit hours received. For audit purposes, a copy of this form must be provided when requested to the Police Officer Standards and Training Council." The form must be signed by the officer receiving the training and the training officer.

SGT Youens further explained that the officers receiving the training acknowledge that they "have read and signed this form and attest that the information provided herein is true and accurate." They then sign and date the form. It does not specifically indicate anywhere on the form that the person who signed as the certified instructor is the person standing in front of you. It only indicates that the person who is signing the form is indeed a certified instructor by the state. The Training Officer signs the form verifying that the training division received the form and that the officer was present at the training.

When asked how we know who taught the course, SGT Youens related that it is not indicated on the form. He went on to relate that there is not a place to indicate it on the form. He further stated

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that the Academy does not keep an exact record either. The Academy goes by what is on the POSTC Form.

SGT Youens advised that this practice is common for all instructors throughout the State of Connecticut. He further related that based upon the four years that he has been at the training academy, this has been done on numerous occasions. SGT Youens suggested that we speak to other officers who were instructors under former administrations who could confirm the same practice.

SGT Youens explained that looking at the current form and the example forms from 2010, the language on the form has not changed as far as the certification on the current form. The current form utilizes the same language stating that "I am a currently certified POSTC instructor in each of the instructional areas taught above." Once again it does not indicate that the person was physically present teaching the class.

SGT Youens confirmed that this has been the long-standing past practice of the Hartford Police Department. The individual signing the form in the instructor signature box does not necessarily indicate it is the person who instructed the class. He just certifies the area of instruction by reviewing the material being presented.

SGT Youens further explained that when an officer misses a giveback training day, they are in jeopardy of losing their police officer certification. The Hartford Police Academy does not offer a make-up training day. So, when the Academy conducts an audit for each officer's recertification, they identify the officers who are deficient. They then reach out to the instructor and try to have the instructor come in and conduct one-on-one training or training of a small group.

If it is not feasible for that instructor to conduct the training, past practice has been that the instructor provides the Academy with the training material and a signed POSTC form. There is no date on the POSTC form, just the instructor's information filled in. An officer assigned to make up training at the Academy will sit down with one of the Academy instructors, (not necessarily the individual who signed the POSTC form) and go through the training material. The Academy makes up its own test based upon the training material.

SGT Youens went on to say that there is the instructor's training material, the instructor signing the POST form, and then the Academy makes-up a test anywhere between 10 to 20 questions depending on the length of the material. The officer will fill out the rest of the form and the Academy instructors fill in the date the officer arrived.

SGT Youens provided an example of a 2017 update for "Crimes Motivated by Bigotry & Bias" (Exhibit #10) that was completed by SGT John Szewczyk. SGT Szewczyk provided the Academy with a signed POSTC form which indicated that he is currently a POSTC certified instructor. The instructor area was completed by SGT Szewczyk with the dates left blank. Officer Jeff Fish signed off on the form as the "Training Officer." Based upon the material provided to the Academy by SGT Szewczyk, SGT Youens had Officer Luis Franco create an exam (Exhibit #10). It is unknown if the class was presented and by whom.

SGT Youens explained that the "Training Officer's Signature" is that of an officer currently assigned to the Hartford Police Academy. He further explained that if he were to be assigned to another position not with the Academy, he would still be a certified instructor, but he could not sign as the Training Officer. It is SGT Youens understanding that anyone assigned to the training Academy, can sign as the Training Officer. He also confirmed that anyone assigned to the Academy or who is a certified instructor, regardless if they are assigned to the Academy, could teach any area of instruction on behalf of another instructor.

SGT Youens provided investigators with a POST-C form dated February 23, 2016, signed by SGT Szewczyk indicating he attended giveback day training (Exhibit #9). It documents SGT Szewczyk received training in area 413 Fair & Impartial Policing Part 2 from Captain Jason Thody on February 23, 2016. (Photocopied form for February 23, 2016, with all three areas of instruction filled in is under exhibit #8) Prior to completing training, SGT Szewczyk had to leave for an unknown reason, so the areas not completed were whited out. As a result, SGT Szewczyk should have scheduled a date and time to make-up the other two areas of instruction.

SGT Youens confirmed that the forms are pre-printed and photocopied prior to training due to the number of officers attending contractually obligated giveback days. The Academy averages a third of the department at each giveback day. SGT Youens feels that it would be impossible to have each instructor and each officer fill out the form from scratch.

Essentially the instructor signs one form, the academy staff photocopies the form and hands the photocopies out at giveback day. SGT Youens indicates that this is a common practice across the board from attending numerous training classes in and out of state. If they are attending training in which they receive credit and there are ten to twenty officers in the training, the instructor signs 1 form and photocopies the form to give to each officer.

In some cases, if the officer has attended a statewide class, the instructor will email a copy of the certificate, signed and scanned. The officer then prints it out, signs it and hands it in to their department training officer. Based on his training and experience, SGT Youens related that this is a commonly accepted practice in the state.

Touching back again on the training provided on February 23, 2016 at giveback day for area 413: Fair & Impartial Policing Part 2, SGT Youens confirmed that Assistant Chief Thody, then Captain Thody would have reviewed and certified the content of the material for the training, completed a POSTC- form, signed it, and then the Academy photocopied the form. The form with training material is then taken to a training class, given it to a certified instructor that would teach the class and at the end of the training, the officer and training officer sign the form indicating they received the training. Again, SGT Younes related that he does not know if that what POSTC intended, but that is what the form states and that has been the practice.

SGT Youens also related that several officers received instructor training for Fair & Impartial Policing and went to the same instructor class with Assistant Chief Thody. Assistant Chief Thody was the only person who was a POSTC certified instructor at the time. The material

taught for Fair & Impartial Policing would be the same no matter who taught that class. The difference is a matter of training credit for officers versus no training credit.

On Monday, December 3, 2018 at approximately 1349 hours, LT Kevin O'Brien and myself met with LT Robert Shelby, Commander of the Hartford Police Academy. I advised LT Shelby that during an interview with SGT Youens investigators were provide with a pre-signed POSTC form signed by SGT Szewczyk in the "Instructor Signature" box for area 524 Crimes Motivated by Bigotry & Bias. Officer Jeff Fish also signed the form as the Academy Training Officer. It is a partially completed form with the officer's information who received training, to be utilized for future training. As a result, I requested the Academy provide me with the names of officers who missed in-service training for area 524 at giveback day and make-up training dates. I also requested the name of the instructor who provided the make-up training.

On Wednesday, December 5, 2018 at approximately 1043 hours, LT Shelby came to my office in the Chief's Complex and provided me with a POSTC form completed by Officer James J. Prignano (Exhibit #11). The form indicated that Officer Prignano received in-service training for Crimes Motivated by Bigotry & Bias on June 26, 2018 and the instructor was SGT John Szewczyk. Officer Fish signed the form as the Training Officer and Officer Prignano signed the form as the "Officer Receiving Training."

When asked if SGT Szewczyk was the instructor who provided the training to Officer Prignano, LT Shelby related that SGT Szewczyk was not. LT Shelby advised that Officer Luis Franco was the instructor who provided the training. He further related Officer Prignano was the only officer who needed to make-up this specific area of instruction, however, Officer Franco has taught other areas of instruction on behalf of other instructors.

WITNESS INTERVIEW: OFFICER LUIS G. FRANCO #J80 (EXHIBIT #12: RECORDING)

On Monday, December 10, 2018 at approximately 1300 hours, Officer Luis G. Franco #J80 was interviewed by Lieutenant Kevin O'Brien and me. The interview was conducted in my office at the Chief's Complex located within Hartford Police Department Headquarters, 253 High Street, Hartford, CT. OFC Franco was by himself at the interview since he is not the focus of the investigation, but a witness. However, this investigator provided OFC Franco with a Waiver of Union Representation Form which he read and signed acknowledging that he did not want union representation.

OFC Franco presented himself at the Internal Affairs office, dressed in uniform of the day and acted with a professional demeanor. OFC Franco answered questions in a rational manner and appeared to cooperate with this investigation. Over the course of the interview, OFC Franco

provided investigators with pertinent information related to this investigation. OFC Franco related the following facts and circumstances associated with this complaint:

OFC Franco has been with the Hartford Police Department for over three years and is currently an Instructor at the Hartford Police Academy. His duties entail overseeing the day-to-day duties of the recruit class, he is certified in Taser deployment instructor and assists with physical fitness training and the EMR program. Additionally, OFC Franco assists with NCIC re-training, inservice training and giveback training.

OFC Franco explained that giveback training is the official day that officers attend the Academy for training in areas of instruction to maintain POSTC continuing education credits. These credits are needed to retain certification as a police officer. In-service training is provided to an individual officer who may have missed giveback day training. OFC Franco confirmed that giveback day and in-service are similar terms for the same type of training.

OFC Franco further explained that an officers POSTC certification is good for three years. At the Academy, the instructors are responsible for ensuring sure that our officers maintain their certification credits. They compile a list Officers that are up for recertification for that given year. They then go through their files and ensure they have the appropriate amount of credit hours so POSTC can recertify them for another three years.

In his first two weeks at the Academy, OFC Franco was instructed to go through and find every training that the Academy conducted for the past three years. His task was to make sure that the Academy could provide any officer who missed giveback day training with that same exact training that was provided at the initial giveback day. This would ensure that the officer would receive those credit hours. OFC Franco also related that if he had not done so, approximately thirty officers would have been decertified until they got the training.

OFC Franco related that he was assigned to the Academy in late April of 2018. Prior to his assignment to the Academy, an audit was conducted to identify officers missing credit hours to maintain certification. OFC Franco was given the results of that audit, to include a list of officers who were deficient. OFC Franco gathered the course materials from the instructors who provided the initial training to provide the make-up training. He then provided the training to the officers who were lacking credit hours to maintain certification.

OFC Franco provided investigators with a list of all the courses he compiled and administered to officers who were deficient (Exhibit #13). The list is titled "POST Credit Make Up" with the areas/topics of instruction and the names of the instructors that OFC Franco taught the classes on behalf of. This list contains both elective and mandatory areas of training for credit hours that the officers needed to be recertified by POSTC. He also confirmed that these were the courses provided during giveback days that the officers missed and needed to make-up. The list is as follows:

AREA	TOPIC	INSTRUCTOR
200	Legal Update	Eric Daigle
209	Use of Force	Jonathan Youens
301	Firearms	Jeffrey Fish
401	Human Behavior	Jeffrey Fish
402	Stress Management	Theresa Velez
403	Police and The Public	Theresa Velez
404	Juvenile Law	Nicole Mordasiewicz
407	Substance Abuse Issues	Theresa Velez
410	Citizens with Special Needs	Nicole Mordasiewicz
512	Sex Assault and Rape Crisis	Nicole Mordasiewicz
524	Crimes Motivated by Bigotry & Bias	John Szewczyk
602	Problem Oriented Policing	Theresa Velez
607	Domestic Violence	Nicole Mordasiewicz
618	Report Writing	Nicole Mordasiewicz
622	Personal Protective Equipment (PPE)	Jonas Riccitelli
624	Gangs & Gang Violence	Eric Lemke
625	Missing Persons	Nicole Mordasiewicz
629	Blue on Blue	Jeff Morrison

OFC Franco confirmed that he provided the make-up training for areas listed above on behalf of the instructors listed. The instructors were not present when he provided the training. He also provided investigators with examples of POSTC forms for some of these areas.

OFC Franco related that he contacted all the instructors and gathered their materials to ensure they were up to date. This included whatever PowerPoint and/or Hartford Police memos or directives with polices & procedures given to the officer. OFC Franco also compiled a ten to fifteen question quiz from the material to make sure the officers understood the material. He did this so in the event of an audit, the Academy could show the signed POSTC form and the quiz documenting that the officer received and understood the training provided to them. Below is a list of exhibits provided to investigators with explanations for each:

- Exhibit #14: POSTC-50 form. Area of instruction: 200, Topic: Legal Updates, Instructor: Eric Daigle. Signed by Instructor Eric Daigle. No officer identified on form receiving training or dates for training provided. Ten question legal update exam and course material for 2017 2018 Legal Update, DLG, Daigle Law Group, LLC.
- Exhibit #15: POSTC-50 form. Area of instruction: 200, Topic: Legal Updates, Instructor: Eric Daigle. Signed by Instructor Eric Daigle, Officer Roberto Maldonado, Training Officer Jeffrey Fish and dated: 5/10/18. Also attached is the completed exam.
- Exhibit #16: POSTC-50 form. Area of instruction: 512, Topic: Sexual Assault/Rape Crisis, Instructor: Nicole Mordasiewicz. Signed by Instructor SGT Nicole Mordasiewicz and Training Officer Jeffrey Fish. No officer identified on form receiving training or dates for training provided. Ten question POST Credit Make Up Exam: Sexual

- Assault/Rape Crisis [512] with answer key, PowerPoint presentation and Training Bulletin 2012-4 Subject: Sexual Assault Investigations / Reporting.
- Exhibit #17: POSTC-50 form. Area of instruction: 512, Topic: Sexual Assault/Rape Crisis, Instructor: SGT Nicole Mordasiewicz. Signed by Instructor SGT Nicole Mordasiewicz, Training Officer Jeffrey Fish and SGT Ashley Esposito. Form is dated 6/4/18. Also attached is the completed exam.
- Exhibit #18: POSTC-50 form. Area of instruction: 607, Topic: Domestic Violence, Instructor: SGT Nicole Mordasiewicz. Signed by Instructor SGT Nicole Mordasiewicz and Training Officer Jeffrey Fish. No officer identified on form receiving training or dates for training provided. Thirteen question POST Credit Make Up Exam: Domestic Violence [607], PowerPoint presentation, General Order 7-48 signed by Chief of Police James C. Rovella, CCADV, and Interdepartmental Memorandum from Chief of Police James C. Rovella to all sworn police personnel.
- Exhibit #19: POSTC-50 form. Area of instruction: 607, Topic: Domestic Violence, Instructor: SGT Nicole Mordasiewicz. Signed by Instructor SGT Nicole Mordasiewicz, Training Officer Jeffrey Fish and Officer Roberto Maldonado. Form is dated 5/8/18. Also attached is the completed exam.
- Exhibit #20: POSTC-50 form. Area of instruction: 624, Topic: Gangs & Gang Violence, Instructor: OFC Eric Lemke. Signed by Instructor OFC Eric Lemke and Training Officer Jeffrey Fish. No officer identified on form receiving training or dates for training provided. Fifteen question exam with PowerPoint presentation.
- Exhibit #21: POSTC-50 form. Area of instruction: 624, Topic: Gangs & Gang Violence, Instructor: OFC Eric Lemke. Signed by Instructor OFC Eric Lemke, Training Officer Jeffrey Fish and LT Anthony Pia. Form is dated 6/15/18. Also attached is the completed exam.

OFC Franco confirmed that the individual who signed in the "** Instructor Signature" box is a "currently certified POSTC instructor in each of the instructional areas taught above." He also related that it does not state that the person who signed in the "** Instructor Signature" box taught the course. He verified that he taught the courses for the instructors listed above and that he is a certified POSTC instructor.

When reviewing the above listed exhibits with OFC Franco, I pointed out that nowhere on the form does it identify him as being the individual who instructed the course, which he confirmed. When asked how do we know he provided the training for each course, OFC Franco stated, "because I'm, telling you I provided it." OFC Franco explained that because this was his task, every officer coming to the Academy for training would have received it the same way.

OFC Franco also confirmed that the four POSTC forms that he provided without the officer's information filled in are photocopies. The original forms are kept in a file cabinet at the Training Academy.

I then advised OFC Franco that on December 5, 2018, LT Shelby provided me with a completed POSTC form for area 524: Crimes Motivated by Bigotry & Bias (Exhibit #11). The officer who completed the form as receiving the training was OFC James J. Prignano. The form is dated 6/26/18 and SGT John Szewczyk signed the form in the "Instructor Signature" box.

OFC Franco verified that he was the instructor who provided the training to OFC Prignano on 6/26/18, not SGT John Szewczyk. OFC Franco also confirmed that OFC Prignano signed the form in front of him as the officer receiving the training. SGT Szewczyk was not present when OFC Franco provided the training to OFC Prignano.

OFC Franco further related that he initially approached SGT Szewczyk with the packet of material for him to review. SGT Szewczyk advised OFC Franco that the packet contained an old PowerPoint presentation and provided OFC Franco updated PowerPoint presentation that was current with what SGT Szewczyk was teaching. OFC Franco updated the quiz based upon the new material provided by SGT Szewczyk and gave the quiz to SGT Szewczyk for review. SGT Szewczyk approved the quiz and OFC Franco placed the material in the folder for training of officers that needed it.

On Wednesday, December 12, 2018 at approximately 0900 hours, LT Kevin O'Brien and myself met with William E. Tanner III, Compliance Officer-Certification Division for the State of Connecticut, Police Officer Standards and Training Council. This meeting took place in a conference room at the POSTC Academy, 285 Preston Avenue, Meriden, CT 06450. This meeting was not recorded, and we scheduled a recorded interview with Mr. Tanner on Thursday, December 27, 2018 at Hartford Police Department Headquarters.

Mr. Tanner was advised of the allegations against Assistant Chief Jason Thody and that I was assigned by Chief Rosado to conduct the Internal Affairs investigation. I then provided Mr. Tanner with background information that led to the complaint being filed. This consisted of a review of the emails to/from SGT Szewczyk to LT Bowsza and the transcript of Assistant Chief Thody's testimony from the Lanza Arbitration hearing on October 16, 2018. Finally, I went over the information gathered from the interviews with SGT Youens and OFC Franco about the practices of the Hartford Police Academy as it pertains to instructors providing in-service training.

Mr. Tanner advised the "Instructor Signature" box on the POSTC form is to be completed by the instructor providing the training on that day. He also related that only a certified instructor in the area of training being provided can teach the make-up training. He stated just because the individual is a POSTC certified instructor does not mean they are allowed/certified to teach all POSTC areas of instruction.

Mr. Tanner confirmed that OFC Franco is not allowed to teach areas of instruction that he is not certified to instruct. OFC Franco is only certified to teach "Use of Less Lethal Force" (EDW/302C). He also related that this practice could potentially lead to de-certification of officers. Furthermore, he has potential issues with instructors teaching classes they are not

certified to teach, pre-signing POSTC forms, and not properly documenting who provided the instruction.

On Thursday, December 13, 2018 at approximately 1549 hours, Mr. Tanner sent an email (Exhibit #22) to all the Commandants for the POSTC certified satellite training academies throughout the state. This email was sent based upon our discussion about POSTC instructors teaching courses that they are not certified to teach. In his email, Mr. Tanner expressed the following:

"A practice has come to our attention that, if true, must cease immediately. It is possible that some instructors are pre-signing the instructor portion of the POSTC-50 form (Review Training Credit Report) and filing them in the training office. At a future date, training staff (Not endorsed in the training area being administered) are administering that instructor's training via a handout and examination on the material, and then completing the date portion of the POSTC-50 next to the instructor's signature indicating that the listed instructor administered the training on that date. IF OCCURRING THIS MUST CEASE IMMEDIATELY AS THIS IS FALSIFYING THE RECORD.

We do not have certified instructors; we have instructors certified by POST to teach specific topic areas so it is impossible for me to believe that officers would think this practice acceptable. If we had generic instructors, we would not have 109 specific topical areas <u>and</u> requisite Instructor Criteria for each of those 109 areas.

Any review training credits issued following the above practice are invalid and do not count towards an officer's recertification. This obviously has serious ramifications for student-officer's certification status. It might also result in the decertification of persons signing these forms if they know the information is incorrect. A civilian instructor would be open to decertification if this was done with their knowledge. An officer/instructor can be decertified as both an instructor and an officer for falsifying the form.

Instructors are free to share training materials and lesson plans; however, each person must meet the instructor criteria independently in order to teach an area.

A similar message will go out to all training officers but I wanted to address the Academies initially because I have solid emails for all of you. You are also, because of your size, training a great number of officers.

INSTRUCTORS CAN ONLY TEACH AND ISSUE REVIEW TRAINING CREDIT HOURS FOR AREAS IN WHICH THEY ARE ENDORSED."

On Friday, December 14, 2018 at approximately 1015 hours, LT O'Brien and myself met with LT Shelby, SGT Youens, SGT Anderson and OFC Franco in a conference room at the Hartford

Police Academy. At that time, I advised them that I needed all the pre-signed POSTC forms that they had on file. OFC Franco then requested that LT O'Brien and I follow him to his office where they were stored.

OFC Franco then removed a green hanging file folder from a file cabinet in his office. The green hanging file folder is labeled "POST MAKE UP CREDITS" and it contained 19 labeled manila folders. Each manila folder contains pre-signed POSTC forms. Below is a list of the folders with forms and instructor signatures.

Manila folder labeled [FULL POST DAY] containing POSTC form with areas of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
401	Human Behavior / Interpersonal	Jeffrey Fish
	Communications	
304	Emergency Medical Responder	Jeffrey Fish
604A	Active Shooter	Jonathan Youens
301A	Firearms Classroom	Jonathan Youens
618	Report Writing	Nicole Mordasiewicz
604B	Stopping Suspicious Persons	Jonathan Youens

Manila folder labeled [209] USE OF FORCE containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
209	Use of Force	Jonathan Youens

Manila folder labeled [301] FIREARMS containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
301	Firearms (Classroom)	Jeffrey Fish

Manila folder labeled [401] HUMNAN BEHAVIOR containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
401	Human Behavior / Interpersonal	Jeffrey Fish
	Communications	

Manila folder labeled [402] STRESS MANAGEMENT containing POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
402	Stress Management	Theresa Velez

Manila folder labeled [403] POLICE & THE PUBLIC containing POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
403	Police & The Public	Theresa Velez

Manila folder labeled [404] JUVENILE LAW containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
404	Juvenile Law	Nicole Mordasiewicz

Manila folder labeled [407] SUBSTANCE ABUSE ISSUES containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
407	Substance Abuse Issues	Theresa Velez

Manila folder labeled [410] CITIZENS W/ SPECIAL NEEDS containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
410	Law Enforcement & Citizens with Special Needs	Nicole Mordasiewicz

Manila folder labeled [502] CRIME SCENE PROCESSING containing POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
502	Crime Scene Processing	Jonas Riccitelli

Manila folder labeled [512] SEX ASSAULT/RAPE containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
512	Sex Assault / Rape Crisis	Nicole Mordasiewicz

Manila folder labeled [524] HATE CRIMES containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
524	Crimes Motivated by Bigotry & Bias	John Szewczyk

Manila folder labeled [602] PROBLEM ORIENTED POLICING containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
602	Problem Oriented Policing	Theresa Velez

Manila folder labeled [607] DOMESTIC VIOLENCE containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
607	Domestic Violence	Nicole Mordasiewicz

Manila folder labeled [618] REPORT WRITING containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
618	Report Writing	Nicole Mordasiewicz

Manila folder labeled [622] PPE containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
622	Personal Protective Equipment	Jonas Riccitelli

Manila folder labeled [624] GANGS & GANG VIOLENCE containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
624	Gangs & Gang Violence	Eric Lemke

Manila folder labeled [625] MISSING PERSONS containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
625	Missing Persons	Nicole Mordasiewicz

Manila folder labeled [629] BLUE ON BLUE containing materials to include POSTC form with area of instruction, topic and instructor signature:

Area	Topic	**Instructor Signature
629	Blue on Blue off Duty Encounters	Jeffrey Morrison

At approximately 2300 hours, LT Brian Bowsza sent an email (Exhibit #23) to LT Robert Shelby on behalf of Chief David Rosado. LT Shelby is the Commander of the Hartford Police Academy. The subject of the email was about the pre-signing of POSTC forms. Chief Rosado related that following:

"Information has recently been discovered indicating that some procedures of the Hartford Police Training Academy must be amended.

It seems that in an effort to maintain the certifications of our officers, the practice of the Hartford Police Department has been to have POSTC certified instructors pre-sign the "instructor box" of POSTC-50 forms (Review Training Credit Reports) related to their endorsed areas of instruction. Those pre-signed forms would then be filed at the Academy with relevant training materials. When officers were required to make-up continuing education credit hours, they would meet with Academy personnel, who would then conduct instruction utilizing the training materials supplied by the POSTC certified instructor. The date of instruction box would be filled in at that time, and the forms were filed and/or submitted to POSTC as evidence of the instruction.

Consequently, some personnel were providing instruction in areas that they aren't necessarily certified by POSTC to teach.

The POSTC Certification Compliance Officer, Mr. William Tanner, III, has indicated that POSTC does not have certified instructors; they have instructors certified by POSTC to teach specific topic areas.

Therefore, the aforementioned pre-signing practice must cease immediately.

I am directing you to thoroughly review the practices of the Hartford Police Academy concerning recertification of Hartford Police Officers. I believe a consultation with Mr. Tanner would be both helpful and appropriate during that review.

After completing that evaluation, provide an explanatory memorandum to Captain Ian Powell and Deputy Chief Dustin Rendock outlining necessary corrective steps and recommendations. Those steps and recommendations must be entirely compliant with POSTC regulations, policies, and procedures."

On Wednesday, December 19, 2018, LT Brian Bowsza, Chief of Staff for Chief David Rosado submitted a to/from memorandum (Exhibit #24) to me about the Lanza Arbitration Testimony Investigation. More specifically, the memorandum documented a conversation he had with LT Paul Cicero and then NBC30 reporter Shyang Puri. Both conversations occurred on December 19, 2018.

LT Bowsza related that at approximately 1200 hours, Lieutenant Paul Cicero came to his office and informed him that he had been contacted by NBC30 reporter Shyang Puri. He said that Ms. Puri wanted to speak with Chief Rosado about an internal investigation concerning Assistant Chief Thody. LT Bowsza took the message and relayed it to Chief Rosado, who directed LT Bowsza to contact Ms. Puri to determine the purpose of her call.

During his subsequent phone call with Ms. Puri, she reported to LT Bowsza that she was in possession of transcripts from the Lanza arbitration hearings, a POSTC form with Assistant Chief Thody's signature, and several of Assistant Chief Thody's timecards. Ms. Puri requested that LT Bowsza authenticate the documents and to confirm that there was an investigation underway related to this matter. She also asked LT Bowsza to confirm who was conducting the investigation, and information related to how Assistant Chief Thody's signature would have gotten onto the form. Ms. Puri sent LT Bowsza the documents she was referring to via email (Exhibit #24). LT Bowsza advised her that he was unable to speak on the matter but would inform Chief Rosado about her inquiry.

Ms. Puri contacted LT Bowsza a second time at approximately 1415 hours and stated that the documents she had sent him were authenticated by Hartford Police Union Attorney Marshall Segar. During that phone call, Ms. Puri further stated that she had spoken with Hartford Police Union President, Sergeant John Szewczyk. She said that Sergeant Szewczyk did not authenticate the documents from the hearing but did discuss what he witnessed in the arbitration hearing the day Assistant Chief Thody testified. She also said that SGT Szewczyk provided her with some kind of statement.

Based on his telephone conversations with Ms. Puri, LT Bowsza believed that my November 5, 2018 directive to not discuss the investigation with anyone other than the union, legal representation, or an EAP peer support person was being continuously disregarded, thereby potentially jeopardizing the integrity of my investigation. LT Bowsza felt compelled to bring this information to my attention because he believed thorough and impartial investigations are critical to maintaining both internal and external procedural justice.

On Thursday, December 20, 2018, LT Bowsza forwarded the email (Exhibit #24) to me that was sent to him on Wednesday, December 19, 2018 from NBC30 reporter Shyang Puri with an attachment titled "thody arbitration documents." A review of the attachment revealed that it consisted of photocopies of a POSTC-50 form dated February 23, 2016 for training received by Robert Lanza. The form was signed by Captain Jason Thody, Sergeant John Youens, Sergeant Jeffrey Morrison, Officer Toddy Jediny and Robert Lanza. Also attached were photocopies of 4-time cards for Captain Jason Thody for the following time periods indicating he was out of state: 02/14 – 2/20/16 (Completed by then SGT Brian Bowsza #H48), 2/21 – 2/27/16 (Completed by then SGT William Rea #H87) and 03/06 – 3/12/16 (Completed by then SGT William Rea #H87). Finally, a copy of the transcript of testimony provided at the Lanza Arbitration hearing by Assistant Chief Thody on October 16, 2018 (pages: 369, 370 and 486 – 527) was attached. The transcript was only available to the City, Attorney Segar, HPU & Lanza.

On December 21, 2018, NBC30 reporter Shyang Puri published a report titled High-Ranking Hartford Police Official Subject of Internal Affairs Investigation. The report can be located at the attached link:

Puri, S. (2018, December 21). High-Ranking Hartford Police Official Subject of Internal Affairs Investigation. Retrieved December 21, 2018, from https://www.nbcconnecticut.com/investigations/High-Ranking-Hartford-Police-Official-Subject-of-Internal-Affairs-Investigation-503357801.html Her report read as follows:

"High-Ranking Hartford Police Official Subject of Internal Affairs Investigation

Hartford Police Chief David Rosado confirmed Assistant Chief Jason Thody is the subject of an internal affairs investigation following his testimony at an October arbitration hearing for a terminated officer.

By Shyang Puri

Published Dec 21, 2018 at 11:00 PM | Updated at 11:31 PM EST on Dec 21, 2018

The officer in charge of Internal Affairs for the Hartford Police Department is now the center of an investigation into his own actions, following allegations the high-ranking officer allowed his signature to be copied onto training reports.

Hartford Police Chief David Rosado confirmed Assistant Chief Jason Thody is the subject of an internal affairs investigation following his testimony at an October arbitration hearing for a terminated officer. NBC Connecticut exclusively obtained documents from the hearing including a transcript, training report, and Thody's time cards. Attorney Marshall Segar, who questioned Thody for the Hartford Police Union, confirmed the documents.

Thody was called to testify that he delivered fair and impartial policing training to former H.P.D. officer Robert Lanza, who was fired this January after he was arrested by Plainville police for a DUI. The case against Lanza was later dismissed after he completed an alcohol education program, according to the Hartford Police Union.

In the hearing, under cross-examination, Thody was presented time cards showing he was at an out-of-state training conference on the date he supposedly signed off on Lanza's training report.

Later, the transcript shows Thody said he was no longer sure he personally trained Lanza, and he testified that it was standard practice for his signature to be photocopied onto as many as 150 training forms.

"All of these are photocopied. I don't sign personally," he said according to the transcript.

The executive director of the state's Police Officers Standards and Training Council confirmed to NBC Connecticut that training instructors are required to sign each training form individually, and only for classes they have taught.

The internal affairs investigation into Thody is being led by department's other assistant chief, Rafael Medina, according to Chief Rosado. Thody continues to perform his regular duties which include overseeing the Internal Affairs division as well as training for the entire police department, he said.

Hartford Police Union President John Szewczyk said his members expect command staff to be held to the same standard as rank and file officers.

"We feel this is a violation of trust against the membership and a violation of the public's trust as well," Szewczyk said.

Chief Rosado declined an on camera interview and sent NBC Connecticut a statement reading, "As with any complaint we receive, it is being investigated and it would be inappropriate to comment before that investigation is complete. I respect our union and I am happy to continue discussing any concerns they have directly with them."

Thody was a captain when the training form in question appears to have been signed in 2016. He retired from the force earlier this year and was almost immediately re-hired by Chief Rosado as an assistant chief. He collects his Hartford police pension of more than \$113,000 a year on top of his salary."

WITNESS INTERVIEW: WILLIAM E. TANNER III COMPLIANCE OFFICER-CERTIFICATION DIVISION, STATE OF CONNECTICUT, POLICE OFFICER STANDARDS AND TRAINING COUNCIL (POSTC) (EXHIBIT #26: RECORDING)

On Thursday, December 27, 2018 at approximately 1025 hours, Mr. William Tanner was interviewed by Lieutenant Kevin O'Brien and me. The interview was conducted in my office in the Chief's Complex, Hartford Police Department Headquarters, 253 High Street, Hartford, CT. Mr. Tanner was by himself at the interview and answered questions in a rational manner. Over the course of the interview, Mr. Tanner provided investigators with pertinent information related to this investigation. Mr. Tanner related the following facts and circumstances associated with this complaint:

Mr. Tanner confirmed that he is the Compliance Officer for the Certification Division at the Police Officer Standards and Training Council (POSTC) in Meriden, CT. Mr. Tanner related that he has been employed with them for 4 years and in his current position for the past 2½ years. Prior to that he was the accreditation manager for the Academy.

Mr. Tanner confirmed that the training course Fair & Impartial Policing is certified by POSTC to be taught at the Hartford Police Academy. I then showed Mr. Tanner a blank POSTC-50 form which he explained to us. Mr. Tanner related this form proves an officer attended training toward recertification. When filled out, it should contain their name, agency and POST ID if they know it. It shows at the top of the form what is required for recertification to include the breakdown of the 9 topic areas. There is a box which the instructor completes to identify the area they are

teaching, the course topic, hours of the course and hours they are getting credit for. The date the course was taught, and the instructor signs the form indicating that he taught that area on that day for those credit hours.

Mr. Tanner further related that there is a block where the instructor writes his/her name, instructor ID number and date of when his/her instructor certificate expires. This box is completed so they can identify who provided the area of instruction. He also explained that this box is on the form because in the past there were issues with instructors with expired certifications teaching courses.

Moving down the form, Mr. Tanner explained that there is a warning about false statement 2nd degree. The form is then signed by the officer who received the training and then the department's training officer files the form in that officer's training file. Mr. Tanner confirmed that when an instructor signs the form, he/she signs confirming that they are currently a certified POSTC instructor in the area being taught. For example, if he/she is an instructor in Fair & Impartial Policing, Area 413 and the form is filled out for Area 601, Accident Investigation, then that is an invalid form.

Mr. Tanner further explained, specifically regarding Assistant Chief Thody, that he is certified in Area 413 and it states he taught Area 413. Therefore, the form is good. It is just another confirmation that this instructor is certified to teach the course that is listed on the form.

He further stated that the signature in the instructor box is a confirmation that the instructor signing is the one who taught the course on that day. Mr. Tanner advised that the instructors are advised during Methods of Instruction (MOI) training that by placing their signature in the instructor box, they are stating that they taught a course on the day the form is dated. He related that the POSTC form is fully explained to individuals who are going to be certified instructors during the MOI training.

I then showed Mr. Tanner exhibit #8 which is a POSTC-50 form with the top portion not filled in except for Hartford as the department. I explained that it is the same form that we just reviewed as exhibit #7, but on this form, the area, topic, course hours, credit hours, date and instructor signature fields are filled in. The form is also stamped on the bottom by the training officer.

Mr. Tanner explained that this is commonly done, and it is done at the POSTC Academy as well. If they are conducting a class in the auditorium or even a class of twenty-five to thirty officers, the form will be filled out, the instructor will sign it and then copies are made for the people in attendance that day. The officer receiving the training on that day will then place their name at the top of the form and sign the form indicating they received that training on that day. Mr. Tanner stated that they do not expect the instructors to sign the form individually twenty-five times.

Mr. Tanner confirmed that the form should be filled out for the day of training, it should not be filled out with no date on it and used later. It should also be filled out by the instructors in attendance, not by instructors not in attendance on that day. He further related that by signing the form as the training officer, Officer Jediny was attesting that everything on the form was correct.

Mr. Tanner was then asked if the officers themselves are responsible to know the contents of the POSTC form and know that the instructor who signed the form is supposed to be present. Mr. Tanner related that the officers should know because the warning is right above their signature stating that everything on that form is true and correct under "pains of penalties" under 53a-157b. Mr. Tanner further related that it should be pretty easy if you are in Hartford to know who Assistant Chief Thody is and if he didn't teach this class, then the form is obviously wrong.

Mr. Tanner went on to explain that if Assistant Chief Thody had to back out and another instructor was brought in to teach the class, his name should have been lined out on the form. The instructor filling in should have then signed the form in his place. He also confirmed that the instructor filling in would have to be a POSTC certified instructor in that area being taught or else the course hours do not count towards recertification.

Mr. Tanner further explained that POSTC does not make general instructors. POSTC certifies instructors in 1 of 109 specific areas. They all have specific instructor criteria to teach for that area. Each area also has specific goals and objectives that need to be taught by that instructor. They would not have 109 areas if they had instructors who could teach whatever they wanted.

Mr. Tanner was asked if the officer who signs the form as the training Officer must be assigned to the Hartford Police Academy. Mr. Tanner related that would be defined by our agency. Generally, a department with an academy, it's the academy staff who sign as the training officer.

Mr. Tanner confirmed that we would not know based upon looking at the forms contained in exhibit #8 if the instructors listed taught the class unless we spoke to the instructors directly. He further related that the practice of using the same pre-signed form and changing the date the course was taught is not a proper practice. Occasionally, you would have the instructor sign the form ahead of time, so you have time to make copies for the day of the class. There should not be blank forms kept on file to use for future training.

We then reviewed exhibit #9 with Mr. Tanner, which was provided to investigators SGT Youens. Exhibit #9 is a POSTC form completed and signed on February 23, 2016 by John Szewczyk. Assistant Chief Thody, then Captain Jason Thody's signature (photocopy) is in the Instructor Signature box. Officer Todd Jediny signed the form as the Training Officer.

Comparing exhibit #8 to exhibit #9, it's the same form, now with SGT Szewczyk's information filled in at the top and his signature at the bottom. Also, areas 304 & 604 are whited out because SGT Szewczyk had to leave early and did not receive those two areas of training. By signing on the bottom of the form, SGT Szewczyk acknowledged that he "read the contents of this form and attest that the information provided is true and accurate."

Mr. Tanner confirmed that exhibit #9 is clearly a reused form because they whited out Youens and Morrison courses of instruction to include dates, class, area, numbers of hours and signatures. They left their information in the box below (instructor name printed) where they hand write it.

Mr. Tanner further confirmed, that based upon looking at the exhibit #9, it indicated that Assistant Chief Thody, then Captain Thody taught Fair & Impartial Policing on 2/23/16. He further pointed out that there is an asterisk next to his name on the form. By looking at the form, he does not know what that asterisk pertains too.

Mr. Tanner explained that the problem with exhibit #9 is that someone whited out the other 2 classes that were initially listed on the other example (exhibit #8). Everything else is what was on the photocopied form. Based upon the face of the form, he had no issue with the officer who completed the form. Now knowing what occurred, if Assistant Chief Thody did not teach this class, then both Officer Jediny and SGT Szewczyk falsified the form. They signed the form indicating that it was true and correct and it is not.

Mr. Tanner further related that his issue with the form would be with the 2 signatures at the bottom, not necessarily with the instructor. They would have to show, in this case that Assistant Chief Thody, filled this form (exhibit #9) ahead of time with the date blank. Furthermore, he would have had to know it was going to be used on a day he was not going to teach this class.

Mr. Tanner went on to explain that the issue he has with the officer who signed as the training officer and the officer who signed as receiving training, signed the form acknowledging that the information above is true and correct. The officer signing certified that the form "is documentation of review training credit hours received." However, they are not credit hours if Assistant Chief Thody did not teach this class. The officer does not get credit for this class.

Mr. Tanner stated this is going to be a bigger problem. We are going to find that potentially a lot of officers that don't have the hours that our agency thinks they do towards recertification. If the officers don't and were recertified in the last year or two, they are not properly recertified.

Mr. Tanner further related that how we fix this problem will depend on the scope of the problem. If an officer that is in their cycle now is doing this, the academy is going to have to subtract those hours from their recertification. That officer will then have to get the training the right way from a certified instructor.

I advised Mr. Tanner that during our interview with SGT Younes, he explained that when an officer missed giveback day training, the officer goes to the academy to make up the training. The officer will sit down with an instructor at the academy and that instructor gives them the packet of training material for training missed. The officer reviews the material for the length of credit hours needed and then is given a test. At the completion of the examination, the officer receives credit for the hours missed.

SGT Youens advised investigators that when an officer misses a block of instruction at our academy, they go to the academy and sit down with OFC Luis Franco. SGT Youens took it upon himself to bring us an example of a POSTC-50-B form with the area, topic, credit hours, course credit and instructor signature boxes completed (Exhibit #10). The form was for Area 524: "Crimes Motivated by Bigotry & Bias," signed by SGT John Szewczyk and Training Officer Jeffrey Fish. Officer information and signature are blank.

Mr. Tanner confirmed that exhibit #10, a blank form kept on file at the academy, should not have been retained. He further related that if SGT Szewczyk is the one who filled it out, he does not know what he is doing because he used the wrong form. The POSTC-50-B form is utilized for firearms training and SGT Szewczyk should have used the proper form, form POSTC-50. Filling out the form and leaving it on file for himself or someone else to utilize for future training is not the best practice.

I then showed Mr. Tanner exhibit #11 which was given to investigators by LT Robert Shelby, Commander of the Hartford Police Academy. Mr. Tanner confirmed that by just reviewing the form on its face, Officer James Prignano received training from SGT John Szewczyk on 6/26/18 in area 524: Crimes Motivated by Bigotry & Bias. He further related that it looked like the form under exhibit #10, just with the date of 6/26/18 penciled in.

On its face, Mr. Tanner does not have a problem with the POSTC-50-B form that is submitted as exhibit #11. He would have to know if SGT Szewczyk administered the class. If he didn't, Mr. Tanner stated that "this is an awful a lot of work for falsifying hours, which is what they are doing."

I advised Mr. Tanner that OFC Franco administered this block of instruction (6/26/18) to OFC Prignano, not SGT Szewczyk. Mr. Tanner related that OFC Franco should have changed the instructor information to his own or completed his own form, assuming that OFC Franco is certified to teach Crimes Motivated by Bigotry & Bias. If OFC Franco is not certified to teach Crimes Motivated by Bigotry & Bias, OFC Prignano does not receive the credit hour.

Knowing that OFC Franco administered the block of instruction to OFC Prignano on 6/26/18 and not SGT Szewczyk, Mr. Tanner related that exhibit #11 is a falsified form. Mr. Tanner confirmed that the form was falsified by the two officers who signed to form: The Officer receiving the training and the Officer that signed off this training was completed, OFC Fish and OFC Prignano, respectively.

Mr. Tanner further related that there is no problem with the instructor because he is saying he is certified in this class. He does not have an opinion if the warning at the bottom applies to the instructor at the top. He believes that it probably does not.

I re-confirmed with Mr. Tanner that based upon his previous statements, the individual that signs in the instructor box is the individual that taught the class. Mr. Tanner stated, "but do we know if he put this date in here?" If he didn't put the date on the form, he is not saying he taught this class. He is pre-signing a form for future use, which is then being misused by the academy staff.

I advised Mr. Tanner that after our interview with SGT Youens, LT O'Brien and myself interviewed OFC Franco. During that interview, OFC Franco provided investigators with a list of courses he instructs in the absence of the instructors themselves. OFC Franco reaches out to the instructors, advises that their area needs to be taught to an officer, reviews the PowerPoints with the instructors and the instructors give OFC Franco the blessing to instruct the course on their behalf. When asked if that was a proper practice, Mr. Tanner stated "No."

I then showed Mr. Tanner the list of POST Credit Make Up classes that OFC Franco has conducted. I then went over the pre-signed POST forms with Mr. Tanner that OFC Franco provided to me. The first POSTC form is under Exhibit #14 and it's for area 200, Legal Updates and the form is signed by Eric Daigle. Mr. Tanner explained this is not a proper practice to have a form like this kept on file.

I went on to show Mr. Tanner Exhibit #15, the same POSTC form under Exhibit #14, except this form has been completed by OFC Roberto Maldonado as receiving training from Eric Daigle on 5/10/18 for Legal Updates. When asked by just looking at this form, would he be able to determine that OFC Franco taught the area instruction to OFC Maldonado and not Eric Daigle. Mr. Tanner stated "No."

I then advised Mr. Tanner that OFC Franco has taught classes in the following areas on behalf of the below listed instructors:

AREA	TOPIC	INSTRUCTOR
200	Legal Update	Eric Daigle
209	Use of Force	Jonathan Youens
301	Firearms	Jeffrey Fish
401	Human Behavior	Jeffrey Fish
402	Stress Management	Theresa Velez
403	Police and The Public	Theresa Velez
404	Juvenile Law	Nicole Mordasiewicz
407	Substance Abuse Issues	Theresa Velez
410	Citizens with Special Needs	Nicole Mordasiewicz
512	Sex Assault and Rape Crisis	Nicole Mordasiewicz
524	Crimes Motivated by Bigotry & Bias	John Szewczyk
602	Problem Oriented Policing	Theresa Velez
607	Domestic Violence	Nicole Mordasiewicz
618	Report Writing	Nicole Mordasiewicz
622	Personal Protective Equipment (PPE)	Jonas Riccitelli
624	Gangs & Gang Violence	Eric Lemke
625	Missing Persons	Nicole Mordasiewicz
629	Blue on Blue	Jeff Morrison

After advising Mr. Tanner of the above list of courses taught by OFC Franco on behalf of the above listed instructors, I showed Mr. Tanner a pre-signed POSTC-50-B form for area 607 Domestic Violence (Exhibit #18). This form was signed in the instructor box by SGT Nicole Mordasiewicz. No date of instruction on form or officer information. I followed up with showing Mr. Tanner Exhibit #19, same form now completed by OFC Roberto Maldonado as receiving Domestic Violence training from SGT Nicole Mordasiewicz on 5/8/18.

Mr. Tanner related that there is no way to know that OFC Franco taught this class unless advised by OFC Franco that he did. Mr. Tanner further related that none of those credit hours count. He went on to state that the two officers (OFC Fish and OFC Maldonado) who signed the bottom of the form were lying when they signed the form. He also needed to find out if it could be

extended up to the instructor for signing blank forms, he does not know if they can, but this is not the practice.

We then reviewed of Exhibit #16, pre-signed POSTC-50-B form for area 512: Sexual Assault / Rape Crisis, signed by SGT Nicole Mordasiewicz with no date of instruction or officer receiving training completed. This was followed by a review of Exhibit #17, same form from Exhibit #16 except completed by SGT Ashley Esposito as receiving training in Sexual Assault / Rape Crisis on 6/4/18 from SGT Mordasiewicz. Mr. Tanner related that by looking at the form, he would have no way of knowing that SGT Mordasiewicz did not teach the class.

Moving on to Exhibit #20, pre-signed POSTC-50-B form for area 624: Gangs & Gang Violence, signed by OFC Eric Lemke with no date of instruction or officer receiving training completed. This was followed by a review of Exhibit #21, same form from Exhibit #20 except completed by LT Anthony Pia as receiving training in Gangs & Gang Violence on 6/15/18 from OFC Lemke.

Mr. Tanner related apparently OFC Lemke pre-signed a form for Gangs & Gang Violence. He also related that Gangs & Gang Violence is a mandated class. Seeing that he did not teach the class to LT Pia, LT Pia does not get credit hours towards his recertification.

I re-confirmed with Mr. Tanner that unless the instructor knows that these forms are being used on their behalf, there is no issue with the instructor. Mr. Tanner related that if the instructors know this is going on, then he needs to investigate. He would have to consult with legal counsel to determine if any of the warnings apply to the instructor signature on the form.

I also touched on what OFC Franco advised investigators. That OFC Franco reaches out to instructors to ensure that their PowerPoints are up to date and he can teach the classes on their behalf. Mr. Tanner related that part of that is sticky because as Academy staff, he needs to do that. The Academy needs to maintain accurate training materials and not teach on behalf of others. These up to date files are important for when POSTC does an audit before an academy class starts. That is one of the inspection points that Mr. Tanner looks for when conducting his audits.

To then use the updated material as an instructor not endorsed in that area to teach is the problem. He should be getting the information from the instructors, but for a different purpose. The issue the Hartford Police Academy has is, because he isn't certified to teach the specific areas, none of the hours he taught can be applied to recertification.

Mr. Tanner confirmed that on Thursday, December 13, 2018, he sent an email (Exhibit #22) to all the satellite academies throughout the state about instructor usage. He sent it to advise the satellite academies that if they are engaged in this practice, they are to cease it immediately. He further related that it will be put into a general notice that will go out to all the police departments across the state.

Based upon what he has reviewed with investigators, in relation to Assistant Chief Thody's testimony, Mr. Tanner stated that he inaccurately answered a question but not with the intent to lie about the answer. From his review of the transcript, Mr. Tanner related that Assistant Chief

Thody wanted to refresh his memory as to where he was on the date in question and he wasn't allowed to do so. Utilizing the form like we did during the interview, it looked like Assistant Chief Thody taught that class on that date. Mr. Tanner does not think it was the intent of Assistant Chief Thody to say he was in Connecticut teaching when he was in Kentucky. Assistant Chief Thody was led to answer and then his inaccuracy was used to create the perception of an intentional lie.

Mr. Tanner further related that he has no issue with Assistant Chief Thody's answer or his testimony. He confirmed that this will not affect Assistant Chief Thody's certification as a POSTC instructor or Police Officer. He did not intentionally, untruthfully answer that question. Assistant Chief Thody did not sit there and intend to lie. He was forced to give an answer that he wasn't clear on.

Mr. Tanner was then asked if anyone had reached out to him concerning this investigation or the arbitration hearing. He related that at the time he didn't realize it, but after we had spoken the first time (Wednesday, December 12, 2018), he saw SGT Szewczyk at the Hartford Police Academy on Monday, December 17, 2018. At that time, SGT Szewczyk thanked Mr. Tanner for answering his question sometime in the recent past.

Mr. Tanner explained that he fields dozens of phone calls and emails everyday with questions. He remembered the call but did not remember it was Hartford. Mr. Tanner was asked by SGT Szewczyk that when a training is being administered, the instructor endorsing the area must be in the room "yes or no." Mr. Tanner answered "yes." The only reason why a non-certified instructor should be in front of the classroom, is when they are co-teaching to become endorsed in that area. The certified instructor in that area is in the room watching and listening, it's a co-teach type of situation.

Mr. Tanner also remembers SGT Szewczyk saying to him that he was at or going to be at an arbitration hearing at the time. He was looking for clarification for that hearing. After we (investigators/Mr. Tanner) initially spoke, and SGT Szewczyk thanked him a couple of days later, Mr. Tanner put it together. Mr. Tanner realized that it was about the Lanza arbitration hearing SGT Szewczyk was talking about. Mr. Tanner related that he is pretty sure that SGT Szewczyk was at the hearing when he asked the question.

WITNESS INTERVIEW: PERRY-ANN MENDES, SENIOR PROJECT MANAGER, CITY OF HARTFORD POLICE DEPARTMENT (EXHIBIT #27: RECORDING)

On Friday, December 28, 2018 at approximately 1024 hours, Ms. Perry-Ann Mendes was interviewed by Lieutenant Kevin O'Brien and me. The interview was conducted in my office in the Chief's Complex, Hartford Police Department Headquarters, 253 High Street, Hartford, CT. Ms. Mendes was by herself at the interview and answered questions in a rational manner. Over the course of the interview, Ms. Mendes provided investigators with pertinent information related to this investigation. Ms. Mendes related the following facts and circumstances associated with this complaint:

Ms. Mendes confirmed that she has been with the Hartford Police Department since December 11, 2016 as the Senior Project Manager. Her duties consist of managing the Fiscal Division. As part of managing the Fiscal Division, she oversees the budget, funds and grants for the Department. Ms. Mendes also related that she does not have anything to do with the timecards that are kept in the fiscal office.

I showed Ms. Mendes photocopies of Assistant Chief Thody's timecards for the period of 2/14 – 3/12/16 (Exhibit #24). At the request of LT O'Brien, Ms. Mendes brought the original time cards with her to the interview for comparison. LT O'Brien made photocopies of the timecards for comparison (Exhibit #28).

Ms. Mendes explained the timecards are kept outside of her office in fiscal. Up until recently, only fiscal employees had access to the timecards. Currently, Ms. Mendes, Millicent Fitzpatrick, Robin Johnson, Leoncio Rosa and Ilir Veizaj had access to the timecards. Ms. Mendes also confirmed that at the time of Assistant Chief Thody's testimony on October 16, 2018, they were the only employees who would have had access to the timecards.

I asked Ms. Mendes if she knew how the Hartford Police Union obtained copies of the timecards. Ms. Mendes related that the Union would have had to ask someone who worked in the office to make copies of the timecards. Depending on when the copies of the timecards were made, there were a couple of police officers on light duty working in fiscal as well. Ms. Mendes further related that the normal practice for her is to find out the reason why they need them and have the request put in writing. After review of the request, Deputy Chief Rendock would forward the written request to her for fulfillment.

Ms. Mendes confirmed that Union President SGT John Szewczyk does not have a right to go into Fiscal and make copies of timecards without permission. She further confirmed that no one from the Union has the right or permission to do so. When asked if Marshall Segar or Robert Lanza had a right to do so, she stated "no way."

She went on to state that if she did not receive the request in writing, she would not have given them out. Ms. Mendes then related that she hoped that Robin Johnson received a request in writing but is not aware. She further stated that Millicent Fitzpatrick does not utilize the timecards at all.

Ms. Mendes explained that the timecards are stored in the file cabinet by date and employee number. To search for a specific timecard, someone would have to have the date, employee name and/or employee number. In this case, February 14, 2016 to March 12, 2016, Captain Jason Thody and/or his employee number.

She further related that the Hartford Police Department stopped using timecards sometime in 2016 before she started working for the police department. The Hartford Police Department keeps track of time in "Kronos." Kronos is the Hartford Police Department's electronic time keeping system. She confirmed that someone made a confident effort to get Assistant Chief Thody's timecards.

From what she knows, the file cabinets have always been open because there was not a risk of someone randomly going through them and making copies of timecards. Whoever made copies of the timecards, should have made sure that person asking was asking for a proper reason and that they had a right to the timecards.

Ms. Mendes confirmed that Fiscal is not left open day or night. She related that the door is always locked. If someone wanted to enter Fiscal, they would have to be "buzzed" in. She also related that someone is not going to walk into fiscal and go straight to the cabinets, grab timecards and make copies. If she noticed someone going through the timecards, she would have gotten up and found out what was going on.

On Saturday, December 29, 2018, per my request, LT Brian Bowsza sent me transcripts for the Lanza Arbitration, Days 1 – 7 (Exhibit #29). LT Bowsza related that he was missing "day 6." Following is what he provided: Hearing Transcript (full) Day 1 Part 2, Hearing Transcript Day 1 (full) Part 1, Hearing transcript Day 2 (full version) 9-27-18, Hearing transcript Day 3 (full version) 10-16-18, Hearing transcript Day 4 (full version) 10-18-18, Hearing transcript Day 5 (full version – REVISED) 10-19-18 and Hearing transcript Day 7 (full) 12-13-18. Assistant Chief Thody's testimony was on 10-16-18 (day 3) as noted previously in this report. SGT John Szewczyk is captured on Day 4 (10-18-18) & Day 7 (12-13-18).

A review of day 4 (10/18/18) testimony revealed that SGT John Szewczyk testified on direct examination with HPU Attorney Marshall Segar, cross examination with City of Hartford Attorney John Shea and re-examination with HPU Attorney Marshall Segar. His testimony is captured from pages 536 to 591. Following is a synopsis of SGT Szewczyk testimony.

SGT Szewczyk related that he has been employed by the City of Hartford since 2002 and promoted to sergeant in 2013. In January 2017, SGT Szewczyk was elected as president of the Hartford Police Union and has served in that capacity for last two years. He advised that he became an instructor in 2010 or 2011 and is certified to instruct Connecticut Criminal Law, Crimes Motivated by Bigotry and Bias, Immigration Law, Cultural Diversity, and Morals and Ethics in Policing.

SGT Szewczyk confirmed that as a certified instructor, he has given the Hartford Police Academy his curriculum and PowerPoints for the training that he conducts. He stated, "I give them every time I conduct the training. I train both recruits and active officers, depending on the courses, so regardless of which course I'm teaching, whether it be the academy class or an inservice class which is current officers, I always provide a copy of the lesson plan or they have it on file." He further stated that he provides the material to the Academy "either hand deliver or by email. There're certain ones that are updated every year. The Crimes Motivated by Bigotry and Bias is an update. So, there's a new lesson plan that has to be updated every year. So that's one that I ensure that they — I give them, email or in person, leave them a copy."

Attorney Segar then had SGT Szewczyk identify a 2013 update of the Crimes Motivated by Bigotry and Bias. SGT Szewczyk related he would have taught this lesson plan at in-service to current officers. It's a 2013 update which would have the 2011 statistics. They're always a year to two years behind on the updated numbers.

SGT Szewczyk was then asked what his expectations for archiving and record-keeping purposes is when he gave his PowerPoint presentation to the academy. SGT Szewczyk related that it was his assumption they keep them on file. He explained that the Academy could get audited by POSTC so, he is assuming that they keep copies of his lesson plans on file.

Attorney Segar then presented SGT Szewczyk with a document and asked him to identify it. SGT Szewczyk identified it as a 2015 update of Crimes Motivated by Bigotry and Bias. He stated, "It has the statistics from 2013. Again, really two years behind, a year and a half when the numbers are released. This is a 2015 update that I taught for in-service training."

Attorney Segar continued to have SGT Szewczyk identify documents associated with Crimes Motivated by Bigotry and Bias. SGT Szewczyk confirmed that it was his testimony that these lesson plans, these PowerPoint presentations were given to the training academy by him either by email or a hand delivery. Following are the documents SGT Szewczyk identified:

- 2016 update Crimes Motivated by Bigotry and Bias with the 2014 statistics.
- 2017 update of Crimes Motivated by Bigotry and Bias.

Attorney Segar then had SGT Szewczyk identify the following email correspondence between him and Academy staff members:

- An email that SGT Szewczyk sent to Officer Todd Jediny with the 2016 update attached (Union 15).
- An email SGT Szewczyk to Officer Jeff Fish with the 2017 lesson plan attached (Union 16).

On page 560 of the transcript, Attorney Shea begins his cross-examination of SGT Szewczyk. Attorney Shea confirmed that SGT Szewczyk testified that it has been his practice to provide PowerPoints or other course materials to the Training Academy for the courses he instructed. He asked SGT Szewczyk if it was a requirement that he provide those materials, SGT Szewczyk stated, "they ask for it if you don't give it usually."

Attorney Shea then inquired if it was an order and if he didn't give it to them, was he subject to discipline. SGT Szewczyk stated, "if you are asked to do something by the lieutenant or someone ahead of me or an officer is asked by a sergeant and you refuse to do it, I guess there could be discipline for not following an order if you're being ordered to provide something, but as far as a policy like you're saying about that, I'm not aware of that. I just know that I've always been asked, and I've just kind of -- after the first time I was asked, I realized that I should do it."

Attorney Shea confirmed that SGT Szewczyk was present when Lieutenant Riccitelli testified that it wasn't a requirement, but that they do, in fact, attempt when possible to gather the materials. He asked SGT Szewczyk if he disagreed with LT Riccitelli's testimony. SGT Szewczyk explained that in his circumstance, he was asked for it for the first time or two times, maybe three and has always just provided it at that point.

Attorney Segar then asked SGT Szewczyk if he had updates for all the courses he is certified to instruct. SGT Szewczyk explained that he did not because he does not teach all of them at inservice training. He believes Crimes Motivated by Bigotry & Bias is a course that POSTC requires every year and that is why he teaches, updates and provides new examples every year.

A review of day 7 (12/13/18) testimony revealed that SGT John Szewczyk testified on redirect examination with HPU Attorney Marshall Segar, re-cross examination with City of Hartford Attorney John Shea and redirect with HPU Attorney Marshall Segar. His testimony is captured from pages 1014 to 1027. Following is a synopsis of SGT Szewczyk testimony.

SGT Szewczyk testified that he has been a state police academy instructor since 2011 or 2012, about six or seven years. He currently certified in Connecticut Criminal Law, Immigration Law, Cultural Diversity, Crimes Motivated by Bigotry and Bias and Morals and Ethics in Policing. He teaches in Hartford and throughout the state at times.

Attorney Segar asked SGT Szewczyk as part of him being a certified police instructor, did he have to apply for that certification with the Police Officer Standards and Training Council. SGT Szewczyk related that he did. Attorney Segar then asked SGT Szewczyk if he recalled how frequently he must recertify himself as an instructor. SGT Szewczyk stated that he believes it's three years. He also confirmed that he attended Methods of Instruction (MOI) training at the Police Officer Standards and Training Council (POSTC) in Meriden, Connecticut.

SGT Szewczyk was then asked by Attorney Segar as part of his recertification training or his recruit level training, did he provide certification forms to the participants of his class. SGT Szewczyk explained that he does not, the Academy does. SGT Szewczyk did confirm that he signed the forms.

When asked what his understanding of the signature on the review training credit form is, SGT Szewczyk stated, "that I taught the course." Attorney Segar followed with "That you were actually physically in the room?" SGT Szewczyk stated, "That I was physically in the room and I taught the course, I was -- I was there, or someone else may have taught it as long as I was in the room with them co-teaching." SGT Szewczyk also confirmed that his signature also means that he's certified in the subject area being taught.

Attorney Segar then asked SGT Szewczyk after Assistant Chief Thody's testimony, did he undergo or undertake any inquiry or investigation as to the content of Assistant Chief Thody's testimony. SGT Szewczyk related that he did. SGT Szewczyk then a identified a document as an advisory that he indicated may have been written by Bill Klein, William Klein, a certification officer, or division officer down at POSTC.

SGT Szewczyk confirmed downloading this form or advisory opinion from POSTC was one of his first steps in his investigation. He also confirmed that he contacted Mr. William Tanner at the Police Officer Standards and Training Council. He explained that William Tanner is the training officer at POSTC and is who SGT Szewczyk submits all his lesson plans to.

Attorney Segar asked SGT Szewczyk if he asked Tanner a question about what the signature means on a review training credit form and SGT Szewczyk confirmed that he did. He then had SGT Szewczyk explain what he had learned from the conversation with Tanner. SGT Szewczyk explained that he has always been under the assumption that we must actually teach the course. So, SGT Szewczyk asked Tanner how it works when "you're an instructor and someone wants to co-teach or you want to bring somebody in, and it was revealed to me, in fact, that the individual who is the instructor has to actually be present, they have to be there, he said absent going to the bathroom. If somebody who is teaching who is not certified and they are co-teaching or teaching them how to teach and they're not a certified instructor, the actual instructor has to be in the room co-teaching, and it kind of verified what I had already been taught when I went through the MO – the course, the Methods of Instruction course."

Attorney Segar followed with, "that you actually had to physically be in the room?" SGT Szewczyk stated, "Physically be there, and if you bring somebody in, an expert, someone who is not certified, you have to be in the room with them teaching with them absent, again -- going to the bathroom was the part we kind of joked about. You can step out to go to the bathroom. You certainly had to be there present. You couldn't be, say, out of state."

Attorney Segar then asked SGT Szewczyk that based on his conversation with Mr. Tanner and based on his (SGT Szewczyk) understanding as a POSTC certified instructor, are the Hartford Police Department practices consistent with POSTC standards? SGT Szewczyk stated that he couldn't answer that because he doesn't know the practices of the entire Hartford police training academy. He did relate that he has "partaken at least two times in teaching other people, and I have been present both times. One time was Hate Crimes, Crimes Motivated by Bigotry and Bias with Officer Todd Jediny, and I was co-teaching. I was in the room with him when he was thinking about getting his instruction. I was physically present. And then another time, I can't remember the course. It may have been Cultural Diversity, but I'm not sure, with Officer Kelly Baerga, and, again, she came into the classroom. I was, of course, present. She didn't actually speak very much, but she did come in and was present and learning a little about teaching. So the practice I have had has been what I was told by POSTC to do and I've always done. I can't speak for every instructor. That I don't know."

Attorney Shea asked SGT Szewczyk when he called Tanner. SGT Szewczyk stated that he called Tanner after "after you grilled me for not doing enough investigation last time in the last arbitration, I called him after the arbitration last time, like a week after. I left him a message. He didn't respond, and I spoke with Karen Bovaire briefly, because I know her, at the academy. I didn't really get into details, but she told me, Try calling back, he's super busy. And I did call him again, and last week -- and I believe it was like Thursday or Friday of last week was when we actually spoke and had the conversation. So about a week ago."

Attorney Shea then clarified if he understood asked SGT Szewczyk testimony correctly. That it's SGT Szewczyk's understanding that POSTC would be okay with a POSTC certified instructor teaching the class as long as they were in the room. SGT Szewczyk stated, "what I learned from my conversation last week was that if someone who's not certified is there like co-teaching or maybe an officer is thinking about getting trained or they're on line to go to the MOU course, so they don't have their actual teaching certificate, maybe a provisional, something like that, then the individual who is actually teaching it has to be physically present."

WITNESS INTERVIEW: SERGEANT JOHN SZEWCZYK JR. #E47 (EXHIBIT #30)

On Monday, January 14, 2019 at approximately 1005 hours, Sergeant John Szewczyk Jr. #E47 was interviewed by Lieutenant Kevin O'Brien and this investigator. The interview was conducted in the Internal Affairs Unit interview room, located within Hartford Police Department Headquarters, 253 High Street, Hartford, CT. SGT Szewczyk was accompanied by Union Attorney Marshall Segar at the interview.

SGT Szewczyk presented himself at the Internal Affairs office, dressed business attire and acted with an adversarial demeanor. At the onset of the interview, SGT Szewczyk was given the "Garrity Interview Introduction" which he read and initialed acknowledging that he understood. Attorney Segar reviewed the form prior to SGT Szewczyk reviewing and initialing.

SGT Szewczyk answered questions in an evasive manner and appeared deceptive and not forthcoming when asked questions during the interview. Over the course of the interview, SGT Szewczyk provided investigators with pertinent information related to this investigation. SGT Szewczyk related the following facts and circumstances associated with this complaint:

SGT Szewczyk related that he has been with the Hartford Police Department since June of 2002. He currently holds the rank of Sergeant and is also the President of the Hartford Police Union. His current duties consist of the day-to-day operations of the Hartford Police Union.

SGT Szewczyk confirmed that he is familiar with the current arbitration hearing involving former Hartford Police Officer Robert Lanza. He acknowledged that he was present for testimony given by witnesses called to testify on behalf of the City of Hartford and the Hartford Police Union. He also confirmed that one of the witnesses called to testify on behalf of the City of Hartford was Assistant Chief Jason Thody and he was present for his testimony.

When asked if he recalled what Assistant Chief Thody was called upon to testify about, SGT Szewczyk stated, "yes." I then asked him what AC Thody was called to testify about and SGT Szewczyk stated, "it was regarding the Lanza Arbitration." When asked specifically, SGT Szewczyk stated, "I believe he talked about policing, training, if a department could be rehabilitated, things like that. If the community affects the department and perception of a department or perception the community has on a department." I asked SGT Szewczyk if that would be Fair & Impartial Policing AC Thody would have been called to testify about, SGT Szewczyk stated, "that was something I believe he did speak about, yes."

I then showed SGT Szewczyk a State of Connecticut, POSTC-50 form under exhibit #24 and asked him if he recognized it. SGT Szewczyk stated it looked like a POSTC training form. When asked who the officer identified on the form was, SGT Szewczyk stated "Robert Lanza." He confirmed that the form indicated that Lanza worked for the HPD. SGT Szewczyk confirmed that in the "Area" section of the form, it shows Area 413: Fair & Impartial Policing.

I asked SGT Szewczyk if this was the form shown to AC Thody during the Lanza Arbitration hearing. SGT Szewczyk stated, "I don't know, I mean I'm not there, it very well may have been." I asked, "you are not where" and SGT Szewczyk stated, "that was two, three months ago." When asked what he can't remember 2-3 months ago, SGT Szewczyk stated "the hearing." He further related that is looked like a City exhibit that they put in.

I pointed out to SGT Szewczyk the date on the form which is 2/23/16 and asked if that was what the hearing was about. SGT Szewczyk explained that the hearing was about an incident involving Robert Lanza. For clarification, I advised SGT Szewczyk that AC Thody's testimony was being called into question based on a POSTC form which has been labeled as Exhibit #24 for this investigation. SGT Szewczyk explained that it may be, but he didn't know for sure because he didn't have the City's exhibits in front of him.

SGT Szewczyk confirmed that he is a certified POSTC instructor and stated that he has seen a POSTC-50 form before. When asked if has completed a POSTC-50 form before, SGT Szewczyk stated, "I've signed one before. At giveback day, at many giveback days, as an instructor."

SGT Szewczyk was asked following Assistant Chief Thody's testimony, did he receive an email from Lieutenant Bowsza on Wednesday, October 24, 2018 in which he stated, "As a follow-up to our telephone conversation toward the end of last week and in my office yesterday, if you believe there has been, or may be, some kind of misconduct on the part of the HPD Command Staff (specifically A/C Jason Thody) related to testimony at the Lanza arbitration hearing, please let me know if the Union would formally like to request an investigation into the matter." SGT Szewczyk stated he did receive that email from LT Bowsza.

I then asked SGT Szewczyk what was stated during the telephone conversation and the meeting in LT Bowsza's office that would lead him to believe that there was some kind misconduct on the part of AC Thody testimony at the Lanza arbitration hearing. SGT Szewczyk stated, "what occurred during arbitration." I asked SGT Szewczyk once again, what was stated that would lead him to believe there was an issue with AC Thody's testimony? SGT Szewczyk stated, "I could read out, I could read the testimony from, you could have the testimony from that day in arbitration. What was said during arbitration, it was all on court, uhm." I asked SGT Szewczyk once again what was said that would lead him to believe and he stated, "I'd have to have the court reports stuff in front of me, the transcript in front of me and I could read it to you. Would you like me to, uhm what was said, I could read, I could read that?"

SGT Szewczyk then reached for an item in his portfolio and I advised him if he had it with him, he could pull it out. Attorney Segar then stated, "you have it as well Chief" and SGT Szewczyk stated, "yeah if you want to give it to me go ahead." Attorney Segar followed with, "if you don't have it, then your investigative file is incomplete." SGT Szewczyk was then provided with

exhibit #4, pages 506 to 523 of the transcript for AC Thody's cross examination testimony during the Lanza Arbitration hearing on 10/16/18.

SGT Szewczyk then started reading portions from page 510 of the transcript during the interview. Specifically, the following question by Attorney Segar, "How often have you instructed this module - these modules to in-service audiences at the Hartford Police Department?" and AC Thody's answer, "Six times. So the first -- the way the in-service training works is the department is essentially broken down into thirds. So Module 1 would have been three series of instructions to three different groups of people, and then Module 2 would have been the same three series of instructions on Module 2 to three additional groups."

SGT Szewczyk then read from page 512 of the transcript which covers questioning of AC Thody by Attorney Segar about City Exhibit #8, Review Training Credit Form. Attorney Segar asked AC Thody, "It states, as does the Training Trakker, that you taught this class on 2/23/2016; is that correct?" AC Thody stated, "Yes." Attorney Segar asked, "Did you?" AC Thody answered "Yes."

SGT Szewczyk went on to read from page 517 of the transcript. Question from Attorney Segar, "Did you teach this class on February 23, 2016?" Now the answer from AC Thody, "I would say no. If I'm in Kentucky, no."

Moving to pages 519 and 520 of the transcripts, SGT Szewczyk read aloud the following. Question from Attorney Segar, "You testified that you taught on six occasions Module 1, Module 2 for the third, Module 1 and Module 2 for the second third and Module 1 and Module 2 for the third third; is that correct?" Answer from AC Thody, "That is the instruction, yes." Attorney Segar, "And you testified you taught it six times?" AC Thody's response, "Well, it's pretty evident here I was mistaken because I was in Louisville for this date. So one of the other officers must have taught that program on that date." SGT Szewczyk then related that there are probably a few other things but that's a good part of it.

I then informed SGT Szewczyk that I was going to re-ask the question since he just reviewed the transcript and SGT Szewczyk stated, "you asked the question and I just answered it." I reiterated that I was going to re-ask the question since he reviewed the transcript. I asked once again, following Assistant Chief Thody's testimony, did he receive an email from Lieutenant Bowsza on Wednesday, October 24, 2018 in which he stated, "As a follow-up to our telephone conversation toward the end of last week and in my office yesterday, if you believe there has been, or may be, some kind of misconduct on the part of the HPD Command Staff (specifically A/C Jason Thody) related to testimony at the Lanza arbitration hearing, please let me know if the Union would formally like to request an investigation into the matter." SGT Szewczyk confirmed that he remembered that email.

I then asked SGT Szewczyk what was stated during the telephone conversation and the meeting in LT Bowsza's office that would lead him to believe that there was some kind misconduct on the part of AC Thody testimony at the Lanza arbitration hearing. SGT Szewczyk stated, "what I just read." I stated to SGT Szewczyk that I was not asking about what he just read, I was asking what lead him to believe there was misconduct, could he specifically state what the misconduct

was. SGT Szewczyk stated once again, "what I just read, that was the misconduct, or possible misconduct I should say."

I followed with, what specifically about AC Thody's testimony lead him to believe there was an issue. SGT Szewczyk stated, "I just read it sir, I would read it again if you would like. There is a whole transcript there, but I read the parts that were most concerning." I ask what were those parts and SGT Szewczyk stated that he could read them again if I would like. I advised SGT Szewczyk that I was asking him what he felt was concerning, not what is in the transcript. What did he feel was concerning? SGT Szewczyk then started to read from the transcript once again. Attorney Segar then asked for a break at 1024 hours. Attorney Segar and SGT Szewczyk returned from their break at 1025 hours and we continued the interview.

I asked SGT Szewczyk if he still needed the transcript and he stated, "no." SGT Szewczyk was asked once again, "what was stated during the telephone conversation and the meeting in LT Bowsza's office that would lead him to believe that there was some kind misconduct on the part of AC Thody testimony at the Lanza arbitration hearing." Upon completion of me asking the question, Attorney Segar interjected and inquired if I was asking SGT Szewczyk what he felt was inappropriate at the testimony or do I want to know the content of the conversation. I stated the content of the conversation.

Attorney Segar then asked SGT Szewczyk if he was acting in his capacity as the Union President when he spoke to SGT Bowsza and SGT Szewczyk stated "yes." Attorney Segar then stated, "Chief, if you continue to ask these questions about his duties as the Union President you are in jeopardy of violating a significant portion of the Municipal Employees Relations ACT. With that being said, John is under a Garrity Warning and he is being instructed to answer the questions honestly and truthfully. He'll answer the questions you have, but if you continually go down this path about what he did in his capacity as the Union President, the Union will file the appropriate charges at the conclusion of this meeting, but he will answer what you ask him to answer." I did not have SGT Szewczyk answer the question as I was already in possession of the email, and LT Bowsza testified to the content of the conversation.

Moving on, SGT Szewczyk was asked if the Union formally requested an investigation into this matter to which he stated, "no." SGT Szewczyk confirmed that he sent LT Bowsza a response via email on Friday, November 2, 2018 at 1:17 PM (Exhibit #3). SGT Szewczyk also confirmed he related in part the following in his response to LT Bowsza: "The City's decision to submit the evidence in question into arbitration on 8/27/18, followed up by additional oral testimony on 9/16/18 certainly is problematic and concerning, especially considering what was discovered during the cross examination of Assistant Chief Jason Thody." SGT Szewczyk explained that LT Bowsza asked if he wanted to make a complaint and he responded that it was not the Union's position to ask for an investigation, that's up to the Chief.

SGT Szewczyk confirmed it was the oral testimony of Assistant Chief Thody on 9/16/18 that he stated, "is problematic and concerning?" (Note: SGT Szewczyk incorectly listed the wrong date in his email, date should be 10/16/18). I also asked SGT Szewczyk during Assistant Chief Thody's testimony if he was asked to identify the POSTC Review Training Credit dated

February 23, 2016. SGT Szewczyk related that he would have to have the testimony in front of him and reviewed the transcript before stating, "yes."

SGT Szewczyk then continued to utilize the transcript to answer the following questions"

- During his testimony, was Assistant Chief Thody asked if he taught the class on February 23, 2016 based upon what is documented on the form and in the Training Trakker?
 - SGT Szewczyk's Answer: "yes."
- When asked where he was on February 23, 2016, did Assistant Chief Thody advise that he did not know?
 - O SGT Szewczyk's Answer: "It looks like he says 2 different things after that question. One time he answers that he doesn't know and later on he answers it, he is asked, somewhat follow-up question to that later on and he says, I wasn't here because I was in Louisville on this date. So, I guess there are two different answers there." SGT Szewczyk confirmed that there are 8 pages between the 2 responses he referenced, pages 513 to 520.
- Did Assistant Chief Thody ask to review his calendar?
 - SGT Szewczyk's Answer: "He made reference to his calendar, yes" and then SGT Szewczyk starts to read directly from the transcript stating, "I would have to look it up, I don't know." He does not know if AC Thody was referring to his calendar at that point but then later on, AC Thody states, "You don't want me to look at my calendar?" SGT Szewczyk related that he might be able to infer that AC Thody was talking about his calendar.
- Was there an objection to him reviewing his calendar?
 - o SGT Szewczyk's Answer: "I wouldn't say an objection, it says advise you that any type of reference to your phone, it's to review by me." SGT Szewczyk further related that he believed it should have said "subjected," but there was not an objection to the Arbitrator.
- When asked once again where was he on February 23, 2016, did Assistant Chief Thody state that he did not know?
 - SGT Szewczyk's Answer: "Answer, from my recollection I don't know."
- Was Assistant Chief Thody asked roughly when he attended the Southern Police Institute?
 - o SGT Szewczyk's then stated, "why don't I read the whole thing" and started to read on page: 513, lines: 11 to 19 of the transcripts (refer to exhibit #4 for details).

I then showed SGT Szewczyk the photocopies of AC Thody's timecards that are under exhibit #24 and asked SGT Szewczyk if he recognized them. SGT Szewczyk stated he did and explained they were timecards for Jason Thody. He confirmed that the time for four timecards 02/14 – 03/12 and presented during testimony as Union evidence.

SGT Szewczyk was asked how the Union obtained the photocopies of the time cards to which he answered that he went and asked for them. He believed that he asked someone in the Payroll Administration but does not recall who he specifically asked. He confirmed that he did not put in a request via the Municipal Employees Relations or FOIA. He related that most of it is verbal and asked after the City put in evidence of the training form, around August 27, 2018.

We then reviewed SGT Szewczyk's email response to LT Bowsza on Friday, November 2, 2018 (Exhibit #3). I read the following portion of his email which stated, "That being said, it is not the decision of the Union to determine what the consequences, if any, of those actions will be to the City or to Assistant Chief Thody. That will be determined by others which may include, but not be limited to, Chief of Police David Rosado, an arbitrator, the Public Safety Committee of the Hartford Common Council, the Police Officer Standards and Training Council, and the State's Attorney's Office." SGT Szewczyk confirmed that was in his email response to LT Bowsza.

I then asked SGT Szewczyk if he advised Chief David Rosado about the Unions concerns with Assistant Chief Thody's testimony? SGT Szewczyk stated, "Directly to him?" I repeated my question, "did you advise Chief David Rosado about the Unions concerns with Assistant Chief Thody's testimony? SGT Szewczyk then stated that he did not believe so. SGT Szewczyk confirmed that the union did not make a formal complaint with Chief Rosado.

I went on to ask SGT Szewczyk if he advised anyone on the Public Safety Committee of the Hartford Common Council about the Unions concerns with Assistant Chief Thody's testimony. At the end of me asking this question, Attorney Segar stated, "I'm just going to advise you again Chief that you're trespassing on areas of protected communication and Union business. He'll answer your questions, but I'm just warning you ahead of time." The follow-up questions were not asked and reserved for a later time after consulting Corporation Counsel.

SGT Szewczyk confirmed that he testified as a witness during the Lanza arbitration hearing, however he does not recall the dates he testified. SGT Szewczyk also did not recall how many times he testified. I advised SGT Szewczyk that he testified on October 18, 2018 and on December 13, 2018 to which he stated once again that he did not recall.

I then showed SGT Szewczyk the transcript for the Lanza Arbitration hearing on October 18, 2018 (Exhibit #29) and asked if that refreshed his memory. SGT Szewczyk stated that it looked like a transcript from 10/18/18 with direct examination by Attorney Segar with cross examination by Attorney Shea. SGT Szewczyk confirmed that he testified.

SGT Szewczyk was then shown the transcript for the Lanza Arbitration hearing for December 13, 2018 and asked to identify it. He confirmed the date as 12/13/18 and Attorney Segar asked

the questions. When asked if he was the witness testifying, SGT Szewczyk did not verbally respond but nodded/indicated in the affirmation.

LT O'Brien asked SGT Szewczyk, "On December 13, 2018, one month ago, did you testify in the hearing, yes or no? SGT Szewczyk stated that he believed he did. LT O'Brien followed with, "it was a month ago, yes or no?" SGT Szewczyk stated once again, "I believe I did." LT O'Brien, "yes or no?" Attorney Segar interjected and asked LT O'Brien if the form of the answer mattered. LT O'Brien related that it did, he was asking for a "yes or no" answer. Attorney Segar then related that SGT Szewczyk would answer in the affirmative because the transcripts indicate that he is testifying.

LT O'Brien advised Attorney Segar that he could not answer for SGT Szewczyk, SGT Szewczyk had to answer for himself. SGT Szewczyk stated that the transcript is here. LT O'Brien reiterated that is was a month ago and asked SGT Szewczyk once again if he testified on December 13, 2018. SGT Szewczyk stated, "according to this I did." SGT Szewczyk was then asked if he could remember from a month ago if he testified. SGT Szewczyk stated, "I don't know that date," meaning the actual date he testified.

SGT Szewczyk confirmed that he is currently a POSTC certified instructor and successfully completed the Methods of Instruction (MOI) training course to become a certified instructor. He does not know how often must recertify as an instructor but believed it could be every two to three years. I then presented SGT Szewczyk with exhibit #7, POSTC-50 training form and asked him if he was familiar with it.

SGT Szewczyk related that he signs the form on giveback days and has seen it before. I asked him if he understood the form to which he related, "some of it." He then confirmed that he has signed the POSTC form as an instructor and when receiving training at giveback days. He believes he usually signs it on the day of training.

I asked SGT Szewczyk to explain to me what happens with the form when he signs it and teaches a course. He related that I would have to ask the Academy because he does not know how they do it. I asked SGT Szewczyk what he does with the form and he stated that he teaches the class.

SGT Szewczyk was asked what exactly he fills in on the form when he teaches a class and he stated, "I think my signature, I believe." He was asked if he completes the area of instruction or is that pre-typed to which he stated, "probably different at different times." He did confirm that he signs the forms in the "instructor signature."

SGT Szewczyk was then asked what it represented when he signed in the instructor signature box. SGT Szewczyk stated that he was under the assumption that it represented he taught the course. I asked him if it meant he was physically in the room teaching the course and he stated, "I would assume, again I don't know, they may do it differently. I do not work for POSTC." I asked SGT Szewczyk once again what it meant to him and he stated, "I go there and teach a class sometimes, when I'm asked to teach a class."

I asked SGT Szewczyk when he goes to the Academy to teach a class, does he sign a POSTC form. SGT Szewczyk stated, "At times, I don't know every time if I've done that. I don't know. I have taught many classes. I've been an instructor for 7 or 8 years. I don't know every time. Again, I don't know, every time may be different."

LT O'Brien explained when we spoke to Mr. Tanner, Mr. Tanner advised us that the POSTC form is reviewed as part of the Methods of Instruction certification course. Mr. Tanner alleged that every POSTC certified instructor knows this form and can explain this form. SGT Szewczyk already stated during this interview he has successfully completed the Methods of Instruction certification course, so he should be able to explain the POSTC form.

LT O'Brien related that based upon SGT Szewczyk and Mr. Tanner's testimony, SGT Szewczyk should understand what the POSTC stands for. Attorney Segar interjected and told SGT Szewczyk to answer the question about the POSTC form. SGT Szewczyk stated, "it's a form that is filled out." I then asked him when he signs in the instructor signature box, what does that indicate? SGT Szewczyk stated, "I am under the assumption, but I don't know for sure, it means you signed, that you taught that course, that you're teaching the course."

LT O'Brien asked SGT Szewczyk, when you sign the POSTC form, what are you stating? SGT Szewczyk stated, "that I've taught the course." SGT Szewczyk was then asked if he was present and teaching the class, he stated, "possibly, yeah." LT O'Brien went on and asked SGT Szewczyk, when he signs the form, what does he believe that signature indicates? SGT Szewczyk repeated LT O'Brien and stated, "what I believe it indicates?" LT O'Brien clarified his question and asked SGT Szewczyk that based on his training from MOI and time as an instructor, when you sign the POSTC form what do you believe it indicates under the instructor signature box? SGT Szewczyk stated, "the course was taught, or I taught the course."

LT O'Brien advised SGT Szewczyk that it is not "or." He asked SGT Szewczyk what it means to him when he puts his signature on the POSTC form. SGT Szewczyk stated, "that the course was taught." LT O'Brien asked, "by you?" and SGT Szewczyk stated, "ok, if that's what you are saying." Attorney Segar interjects and summons SGT Szewczyk out of the interview room at 1052 hours. We continued the interview at 1054 hours.

LT O'Brien asked SGT Szewczyk once again when he signed the POSTC form in the instructor signature box, based on his time as a POSTC instructor and MOI training, what did that signature mean to him when he signed? SGT Szewczyk stated, "that I taught the course." LT O'Brien then asked, physically in the room? SGT Szewczyk stated, "yeah." SGT Szewczyk was then asked so every time you signed a POSTC form, you have been physically in the room? SGT Szewczyk stated, "To the best of my recollection, yes."

SGT Szewczyk confirmed he is certified by POSTC to teach Connecticut Criminal Law, Immigration Law, Crimes Motivated by Bigotry & Bias, Cultural Diversity, and Morals & Ethics in Policing. He was asked if he provides the Academy with up-to-date PowerPoint presentations for the subjects he is certified to teach, and SGT Szewczyk stated, "usually, yeah." He was then asked if he provided the Academy with yearly updates for Crimes Motivated by Bigotry & Bias and SGT Szewczyk stated, "I've given different updates for different courses, yeah." SGT

Szewczyk was asked once again about the yearly update for Crimes Motivated by Bigotry & Bias and he stated, "I don't know, I don't know, I don't have that info in front of me." When asked if Crimes Motivated by Bigotry & Bias is a course he instructs at in-service training on a yearly basis, SGT Szewczyk related that he wouldn't say yearly but he has done it numerous times. SGT Szewczyk confirmed that when he does provide updates he provides them to Academy staff.

SGT Szewczyk was shown his PowerPoint presentation for 2017 update for Crimes Motivated by Bigotry & Bias (Exhibit #10) and asked if that was one of his updates. SGT Szewczyk stated some of it looked like it but didn't know if all of it was. He further related that the PowerPoint presentation looks like the one that he does.

I then showed SGT Szewczyk exhibit #11, a POSTC form dated June 26, 2018, documenting Officer Prignano received training in Crimes Motivated by Bigotry & Bias from SGT Szewczyk. I asked SGT Szewczyk if he provided this area instruction to Office James Prignano on that day and SGT Szewczyk stated, "I don't know." When asked if his signature was in the instructor signature box, SGT Szewczyk stated, "it looks like it, but I don't not know."

When asked if he didn't know if it was his signature, SGT Szewczyk stated, "I said it looks like it, but I didn't just physically sign it in front of me." I asked him once again, looking at the form, was it is his signature. SGT Szewczyk stated, "I've said this 3 times now, it looks like it."

SGT Szewczyk confirmed that earlier he stated that in his mind, signing the POSTC form meant that person taught the class. He also confirmed that the signature in the instructor signature is similar to his. SGT Szewczyk also stated that he does not know if he completed the form.

I asked SGT Szewczyk if at any time did he have a conversation with Officer Franco concerning Crimes Motivated by Bigotry & Bias. SGT Szewczyk stated that he did not know. He further related Officer Franco teaches at the Academy and he (SGT Szewczyk) teaches at the Academy. I asked if he ever taught this course with Office Franco and SGT Szewczyk stated that he did not believe so but was unsure.

I went on to ask SGT Szewczyk normally when he teaches his classes, is he physically in the room or in the room observing another instructor teaching the class on his behalf. SGT Szewczyk stated, "yeah, when I teach a class, I teach it." I then asked, based on the instructor signature on the POSTC form dated June 26, 2018, for Crimes Motivated by Bigotry & Bias, did he teach the class to Officer James Prignano. SGT Szewczyk stated, "I don't know if I taught that or not that was 6 months ago, I have no idea."

I stated to SGT Szewczyk, you don't recall where you were 6 months ago, and he stated, "I don't recall if I taught that or not. I do not recall if I taught it or not." I reminded SGT Szewczyk that he stated earlier when his signature is on the form, he was physically in the room. SGT Szewczyk stated, "no, I said that's the policy of, what I've been told is the policy." LT O'Brien reminded SGT Szewczyk that he asked him what his interpretation of his signature was on the POSTC form, not what the policy was.

SGT Szewczyk was then asked if it was his practice when he signs the form, he is physically in the room teaching the course. SGT Szewczyk stated, "I teach, if teach the class, I wouldn't sign something that I don't teach." When asked if exhibit #11 indicted that he taught the class on June 26, 2018, SGT Szewczyk stated, "I don't know. It could have been a forged signature for all I know. I have no idea."

LT O'Brien asked SGT Szewczyk if he was alleging members of the Academy forged his signature. SGT Szewczyk stated, "I'm not alleging that." When asked if he said his signature was forged on the POSTC form, SGT Szewczyk stated, "I don't know. I don't know where I was 6 months ago." I asked SGT Szewczyk if he did not know where he was 6 months ago or if his signature was forged on the form. SGT Szewczyk stated, "I don't know."

I then showed SGT Szewczyk the original form POSTC-50-B form (Exhibit #9) that was maintained on file at the Academy containing his signature. I asked SGT Szewczyk if that was his signature. SGT Szewczyk stated, "it looks like it, it looks like it. I mean, I didn't physically sign it in front of me, so I don't know." When asked if he recalled signing the form in front of OFC Fish, SGT Szewczyk stated, "I don't recall."

LT O'Brien asked SGT Szewczyk if it's the practice of the Hartford Police Academy to obtain signatures on POSTC forms in advance of training to facilitate the signing of forms easier from the officers receiving training. SGT Szewczyk stated, "I don't recall." When asked how long he has been a POSTC instructor, SGT Szewczyk related 7 to 8 years. LT O'Brien stated that SGT Szewczyk has been an instructor with the Hartford Police Academy for 7 or 8 but does not recall whether they pre-sign POSTC forms as a standard practice.

LT O'Brien asked SGT Szewczyk if he signed a POSTC form during the past 2 or 3 months, SGT Szewczyk stated, "I don't recall." SGT Szewczyk doesn't recall when he signed exhibit #9, and he doesn't recall if the Academy engages in this behavior. He stated that he does not really know the Academy's practices of signing a POSTC form even though he has been involved with the Academy as an adjunct instructor between 6 and 8 years.

I asked SGT Szewczyk what's his practice and he stated, "if I teach a class, I sign the form if I'm asked to." He was then asked if has ever signed a form prior to teaching a class over the last 8 years? SGT Szewczyk stated, "I don't know, I don't recall." I asked SGT Szewczyk if he gave permission for another instructor to teach Crimes Motivated by Bigotry & Bias on his behalf that he was not present for. SGT Szewczyk stated, "I don't recall." LT O'Brien advised SGT Szewczyk that stating I don't recall to every question is unacceptable. SGT Szewczyk stated that he wasn't going to lie, he just does not recall.

SGT Szewczyk was asked if he would be surprised that other instructors have testified they taught a class on his behalf and he (SGT Szewczyk) handed the course material to them to include the POSTC form with SGT Szewczyk's signature already on it. SGT Szewczyk stated, "I don't know what other people are going to testify to." SGT Szewczyk related that he does not know why the Academy had a POSTC form completed for Crimes Motivated by Bigotry & Bias with his signature on file. When asked if it is reasonable to believe that he signed the POSTC form and provided it to the Academy, SGT Szewczyk stated, "I don't recall."

I asked SGT Szewczyk if he ever spoke with Office Franco concerning Crimes Motivated by Bigotry & Bias. SGT Szewczyk stated, "I don't know." I asked once again if he recalled speaking with Officer Franco prior to 6/26/18, SGT Szewczyk stated, "I don't know, I've talked with a lot of the Academy staff about the classes I teach." I advised SGT Szewczyk that I was asking specifically about OFC Franco and SGT Szewczyk stated, "I don't recall." SGT Szewczyk confirmed that he does not recall giving OFC Franco the updated version of his PowerPoint for Crimes Motivated by Bigotry & Bias. He also confirmed that he does not recall reviewing the exam with Officer Franco prior to him administering the exam on his (SGT Szewczyk) behalf for Crimes Motivated by Bigotry & Bias.

When asked if he was physically in the room with OFC Prignano when he received training in Crimes Motivated by Bigotry & Bias, SGT Szewczyk stated, "I don't know." I advised SGT Szewczyk that OFC Prignano received one-on-one training in Crimes Motivated by Bigotry & Bias, and this was not giveback training. SGT Szewczyk stated, "I don't know."

I confirmed with SGT Szewczyk that he does not recall sitting across a table from OFC Prignano and instructing him in Crimes Motivated by Bigotry & Bias. SGT Szewczyk related that he has given one-on-ones sometimes in the past with officers, he does not know if he did that time or not. SGT Szewczyk also confirmed that he could not remember 6 months back if he provided the training.

I asked SGT Szewczyk if he recalled when he pre-signed the POSTC form for Crimes Motivated by Bigotry & Bias and SGT Szewczyk stated, "I don't recall because I don't know if I did it." I asked SGT Szewczyk if he was saying someone else forged his signature. SGT Szewczyk related that he was not saying that, he didn't know.

SGT Szewczyk was then asked after Assistant Chief Thody's testimony, did he conduct any inquires as to the content of his testimony. Attorney Segar interjected and stated, "you are treading on Union business again Chief, but he will answer the question." I then asked SGT Szewczyk if he contacted William Tanner at POSTC and Attorney Segar interjected once again claiming "Union business." SGT Szewczyk did not answer the question. SGT Szewczyk was then asked if he spoke with NBC30 reporter Shyang Puri on or about December 19, 2018 and Attorney Segar objected, claiming "Union business."

LT O'Brien asked SGT Szewczyk if there was a reason why he struggled to remember events that happened one month ago to which he can't answer and stated, "I don't remember, I don't recall." SGT Szewczyk stated, "I'm not going to give 100% definitive answer if I don't know the answer. I mean, I'm not 100% sure of the answer, I'm not going to say yes or no. If you want to ask me what I had for breakfast this morning, I can tell you definitively what I had."

SGT Szewczyk was then asked if he thought it is was reasonable to ask someone exactly what they did on December 13, 2018. He stated, "Sir, I'm not going to lie and make something up." He was then asked if it was reasonable for there to be a standard that you should know what you did during a testimony, during a hearing a month ago? SGT Szewczyk stated, "different people have different standards, right?" SGT Szewczyk was then asked what his standard was, and SGT Szewczyk stated, "I want honesty, that is what my standard is."

LT O'Brien went on to ask SGT Szewczyk is it his standard, is it reasonable for someone not to recall something from a month ago. SGT Szewczyk stated, "It would depend on what that thing was. I mean if someone passed away, you would remember because it was a big thing."

It was pointed out to SGT Szewczyk that on January 14, 2019, he stated that he could not recall whether he taught on June 26, 2018. SGT Szewczyk stated, "Yup." He was asked if it reasonable that he did not recall teaching a class 7 months ago. SGT Szewczyk stated, "Is it reasonable, yes, you may have a different standard." LT O'Brien further inquired if in October 2018, someone is asked if they taught a class in February 2016, over 2 ½ years before their testimony, would it be reasonable that they wouldn't remember where they were. SGT Szewczyk stated, "it could be."

We then went over SGT Szewczyk's testimony on December 13, 2018, at the Lanza Arbitration hearing with him (SGT Szewczyk). I then read aloud pages 1014 to 1027 of his testimony for the recording. Following is a synopsis of what I read, which is documented previously in this report and exhibit #29:

On December 13, 2018, SGT Szewczyk testified that he has been a state police academy instructor since 2011 or 2012, about six or seven years. He currently certified in Connecticut Criminal Law, Immigration Law, Cultural Diversity, Crimes Motivated by Bigotry and Bias and Morals and Ethics in Policing. He teaches in Hartford and throughout the state at times.

Attorney Segar asked SGT Szewczyk as part of him being a certified police instructor, did he have to apply for that certification with the Police Officer Standards and Training Council. SGT Szewczyk related that he did. Attorney Segar then asked SGT Szewczyk if he recalled how frequently he must recertify himself as an instructor. SGT Szewczyk stated that he believes it's three years. He also confirmed that he attended Methods of Instruction (MOI) training at the Police Officer Standards and Training Council (POSTC) in Meriden, Connecticut.

SGT Szewczyk was then asked by Attorney Segar as part of his recertification training or his recruit level training, did he provide certification forms to the participants of his class. SGT Szewczyk explained that he does not, the Academy does. SGT Szewczyk did confirm that he signed the forms.

When asked what his understanding of the signature on the review training credit form is, SGT Szewczyk stated, "that I taught the course." Attorney Segar followed with "That you were actually physically in the room?" SGT Szewczyk stated, "That I was physically in the room and I taught the course, I was -- I was there, or someone else may have taught it as long as I was in the room with them co-teaching." SGT Szewczyk also confirmed that his signature also means that he's certified in the subject area being taught.

Attorney Segar then asked SGT Szewczyk after Assistant Chief Thody's testimony, did he undergo or undertake any inquiry or investigation as to the content of Assistant Chief Thody's testimony. SGT Szewczyk related that he did. SGT Szewczyk then a identified a document as an advisory that he indicated may have been written by Bill Klein, William Klein, a certification officer, or division officer down at POSTC.

SGT Szewczyk confirmed downloading this form or advisory opinion from POSTC was one of his first steps in his investigation. He also confirmed that he contacted Mr. William Tanner at the Police Officer Standards and Training Council. He explained that William Tanner is the training officer at POSTC and is who SGT Szewczyk submits all his lesson plans to.

Attorney Segar asked SGT Szewczyk if he asked Tanner a question about what the signature means on a review training credit form and SGT Szewczyk confirmed that he did. He then had SGT Szewczyk explain what he had learned from the conversation with Tanner. SGT Szewczyk explained that he has always been under the assumption that we must actually teach the course. So, SGT Szewczyk asked Tanner how it works when "you're an instructor and someone wants to co-teach or you want to bring somebody in, and it was revealed to me, in fact, that the individual who is the instructor has to actually be present, they have to be there, he said absent going to the bathroom. If somebody who is teaching who is not certified and they are co-teaching or teaching them how to teach and they're not a certified instructor, the actual instructor has to be in the room co-teaching, and it kind of verified what I had already been taught when I went through the MO – the course, the Methods of Instruction course."

Attorney Segar followed with, "that you actually had to physically be in the room?" SGT Szewczyk stated, "Physically be there, and if you bring somebody in, an expert, someone who is not certified, you have to be in the room with them teaching with them absent, again -- going to the bathroom was the part we kind of joked about. You can step out to go to the bathroom. You certainly had to be there present. You couldn't be, say, out of state."

Attorney Segar then asked SGT Szewczyk that based on his conversation with Mr. Tanner and based on his (SGT Szewczyk) understanding as a POSTC certified instructor, are the Hartford Police Department practices consistent with POSTC standards? SGT Szewczyk stated that he couldn't answer that because he doesn't know the practices of the entire Hartford police training academy. He did relate that he has "partaken at least two times in teaching other people, and I have been present both times. One time was Hate Crimes, Crimes Motivated by Bigotry and Bias with Officer Todd Jediny, and I was co-teaching. I was in the room with him when he was thinking about getting his instruction. I was physically present. And then another time, I can't remember the course. It may have been Cultural Diversity, but I'm not sure, with Officer Kelly Baerga, and, again, she came into the classroom. I was, of course, present. She didn't actually speak very much, but she did come in and was present and learning a little about teaching. So the practice I have had has been what I was told by POSTC to do and I've always done. I can't speak for every instructor. That I don't know."

Attorney Shea asked SGT Szewczyk when he called Tanner. SGT Szewczyk stated that he called Tanner after "after you grilled me for not doing enough investigation last time in the last arbitration, I called him after the arbitration last time, like a week after. I left him a message. He didn't respond, and I spoke with Karen Bovaire briefly, because I know her, at the academy. I didn't really get into details, but she told me, Try calling back, he's super busy. And I did call him again, and last week -- and I believe it was like Thursday or Friday of last week was when we actually spoke and had the conversation. So about a week ago."

Attorney Shea then clarified if he understood asked SGT Szewczyk testimony correctly. That it's SGT Szewczyk's understanding that POSTC would be okay with a POSTC certified instructor teaching the class as long as they were in the room. SGT Szewczyk stated, "what I learned from my conversation last week was that if someone who's not certified is there like co-teaching or maybe an officer is thinking about getting trained or they're on line to go to the MOU course, so they don't have their actual teaching certificate, maybe a provisional, something like that, then the individual who is actually teaching it has to be physically present."

After I read that segment of the transcript, SGT Szewczyk was asked if he attended the training on February 23, 2016, and he stated, "I don't know." SGT Szewczyk was then shown exhibit #9, a POSTC-50 form dated 2/23/16 in which SGT Szewczyk signed as receiving training from Captain Jason Thody in Fair & Impartial Policing Part 2. He was asked once again if he was present for this training and SGT Szewczyk stated, "I don't know."

I asked SGT Szewczyk if exhibit #9 was his form and he stated, "yes." I asked him once again if he was present for the training and SGT Szewczyk stated, "again I don't know." SGT Szewczyk did confirm is was his handwriting on the POSTC form. When asked if it was his signature on the bottom of the form, SGT Szewczyk stated, "It looks like it."

SGT Szewczyk related he does not recall who taught the class on February 23, 2016, when asked. He confirmed on February 23, 2016, he was in class based on the form (Exhibit #9), however he stated, "based on the form, I don't know if I was or not." LT O'Brien re-iterated, based on his (SGT Szewczyk's) understanding of the instructor signature on the form, they had to be present. So, being a POSTC instructor, SGT Szewczyk was asked why he would sign off on the form attesting it being true if AC Thody wasn't present SGT Szewczyk stated, "you are giving me a form that I do not know, there is other stuff whited out." LT O'Brien went on to ask SGT Szewczyk if he always sign forms attesting that they are true and accurate when they are not? SGT Szewczyk stated, "I probably didn't know it was true and accurate or not."

SGT Szewczyk was then asked if on February 23, 2016, if he knew who Captain Jason Thody was, he stated, "yeah I think I knew who he was." SGT Szewczyk confirmed he had been a Hartford Police Officer for 14 years at that time. He then confirmed he knew who Captain Jason Thody.

SGT Szewczyk was asked again why would he sign this form knowing that Captain Thody wasn't present in the room? He stated, "well maybe I thought he was present, maybe someone else was teaching it and it was being taught. Like I've said, you have to be present, maybe he was sitting down in the corner. My assumption at that time is maybe he is sitting there, and some new guy is teaching it. He is sitting there in the room letting him teach it. I assume Thody was there, sitting there." SGT Szewczyk then confirmed that he was unable to answer the question because of the time being 2 ½ years ago.

At the end of this interview I showed SGT Szewczyk the "Internal Affairs Investigation – Notice to Personnel" dated November 6, 2018, addressed to him (Exhibit #30). I asked SGT Szewczyk if he could identify it and he stated, "yes, you handed it to me." He then confirmed that it was signed by me and that I handed it to him while he (SGT Szewczyk) was in LT Bowsza's office

on November 6, 2018. Finally, I confirmed that in the body of this notification, it states, "Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person." SGT Szewczyk stated, "It does."

SUBJECT INTERVIEW: ASSISTANT CHIEF OF POLICE JASON C. THODY, CITY OF HARTFORD POLICE DEPARTMENT (EXHIBIT #31: RECORDING)

On Wednesday, January 16, 2019 at approximately 1015 hours, Assistant Chief Jason Thody was interviewed by LT Kevin O'Brien and me. The interview was conducted in the Internal Affairs Unit interview room, located within Hartford Police Department Headquarters, 253 High Street, Hartford, CT. AC Thody was by himself for the interview and presented himself at the Internal Affairs office in business attire. AC Thody acted with a professional demeanor, answered questions in a rational manner and cooperated with this investigation. Over the course of the interview, AC Thody provided investigators with a background of the basis for this complaint. AC Thody related the following facts and circumstances associated with this complaint:

AC Thody related that he has been with the Hartford Police Department since June of 1996, over 22 years. He is currently the Assistant Chief of Police, overseeing administration and professional standards. On the Professional Standards side, he oversees a Deputy Chief, two Captains, the Academy, Internal Affairs, Recruitment and the Career Development Division. On the Administrative side, he oversees a Deputy Chief, and two Captains for Technology, Budgeting and HR.

AC Thody believes that he became a certified POSTC instructor in 2005. He was recently recertified in November of 2018. To become a certified POSTC instructor, AC Thody attended Methods of Instruction (MOI) training.

On October 16, 2018, AC Thody was called as a witness for the City of Hartford at the Lanza Arbitration Hearing. He explained that the attorney representing the city called and asked if he could go over the Fair & Impartial Policing instruction module that was presented to all the employees at the Hartford Police Department. This training was provided to the new recruits and existing officers at in-service training. AC Thody was also asked if he could testify about the Citron v. Vaughn Consent Decree.

AC Thody explained that the Fair & Impartial Policing program talks about the difference between implicit bias and explicit bias. For example, our subconscious thoughts and upbringing can lead to changes in the way that we deal with people. Specifically dealing with gender, race, ethnicity and sexual orientation.

AC Thody further related that the Hartford Police Department brought the train the trainer program to Hartford in 2015. AC Thody, William Rea, Nicholas Trigila, Meghan Sirigliano, Lauren Cox and Pedro Rivera were the individuals from the department that went through the train the trainer program.

AC Thody confirmed that during cross examination by Hartford Police Union Attorney, Marshall Segar, Attorney Segar asked AC Thody how often he taught the modules for Fair & Impartial Policing to in-service audiences at the Hartford Police Department. AC Thody related that he answered "6." AC Thody explained that in that line of questioning, Attorney Segar was asking how the modules were broken up and how they were instructed.

At the time the Hartford Police Department implemented the program, it was decided to implement the program into two separate modules. It is designed to be a one day, 6 to 8-hour class. Module 1 was presented to the department and after a break in time, Module 2 was presented to the entire department. AC Thody related that he answered six because they train the first module in three sections and the second module in three sections.

AC Thody confirmed that he has taught these modules at the Academy, however, he does not recall specifically how many times. He explained that it was brought to his attention that some of these modules were taught without him being present. So, he does not know specifically which ones he was not there for.

AC Thody further explained that in response to a lot of the questions he was asked during the hearing, he answered "we." He explained that this area of instruction is taught as a team. These modules are broken up with AC Thody teaching certain sections, William Rea teaching certain sections and Lauren Cox teaching certain sections. They are also broken up based on the knowledge and experience of the instructor.

AC Thody stated for example, Nicholas Trigila was born and raised in the City of Hartford. Trigila brings a certain expertise from that experience to the training. So, AC Thody would have him teach certain sections based upon his experience.

He went on to relate that it is a we approach to teaching Fair & Impartial Policing. He also confirmed that this area of instruction has been presented to recruits as well. AC Thody explained that since becoming an instructor in 2015, he has instructed Prosecutors from the States Attorney's Office, Connecticut Chiefs of Police Association, Inspectors from the States Attorney's Office, CCSU Police Department as well as all our recruit classes since 2015 and the in-service module. So, all said and done AC Thody has taught the class between a dozen to twenty times.

I asked AC Thody if during questioning, did Attorney Segar show him a Training Trakker printout for the Fair & Impartial Policing training provided on February 23, 2016. AC Thody related that Attorney Segar did. He also confirmed that Attorney Segar showed him a "Review Training Credit" form that indicated he taught Fair & Impartial Policing on February 23, 2016 and stated that Attorney Segar showed him a form with his signature on it for that date.

AC Thody was then shown the POSTC-50 form (Exhibit #24). This is the form that was obtained by NBC30 news reporter Shyang Puri and authenticated by HPU Attorney Marshall Segar. AC Thody confirmed that it was a POSTC-50 form that was completed by Robert Lanza and looked like the form presented to him when he testified.

I then asked AC Thody if Attorney Segar specifically ask him, "It states, as does the Training Trakker, that you taught this class on 2/23/2016; is that correct? AC Thody stated that was correct. He confirmed that the form stated he taught the class.

I went on to ask AC Thody if Attorney Seger asked him if he taught the class and AC Thody related that he does not remember how the question was worded. He explained that question related to the instruction given to Lanza and the Fair & Impartial Policing breakdown of module 1 and module 2. Attorney Segar predicated this questioning with if Lanza received module 1 and module 2 or both. He then presented AC Thody with the form. In his understanding of the form, it indicated that he did teach the class 2/23/16. So, based on the form, it indicates that AC Thody taught the class. As for the Training Trakker, AC Thody does not recall if it had his name on it indicating that he taught the class, but he believes it did.

LT O'Brien and I then reviewed the transcript of his testimony on October 16, 2018 with him. Referencing page 513 of the transcript, Attorney Segar asked AC Thody, "where were you on February 23, 2016?" AC Thody confirmed that he answered, "I don't know." He also related that he had previously indicated that he taught the class on February 23, 2016 based on the POSTC form. When Attorney Segar asked AC Thody specifically where he was, not related to the POSTC form, AC Thody answered, "I don't know."

AC Thody confirmed that Attorney Segar asked him on October 16, 2018 where he was on February 23, 2016 (approximately 2 years and 8 months earlier). When he asked AC Thody "were you in Louisville, Kentucky?' AC Thody related that he answered, "I don't think so." AC Thody explained that it was 2 years, 8 months earlier and the line of questioning that he had prepared for was related to the curriculum of Fair & Impartial Policing and contents of Citron v. Vaughn, not where he was 2 years, 8 months prior.

Attorney Segar followed up with "what were your attendance at the Southern Police Institute for that graduate certificate, dates to and from?" AC Thody answered, "I'd have to look it up. I don't know." AC Thody believes that during this line of questioning, he had already attempted to look in his phone to see where he was. At the time, he did not have any ability to recall where he was or when the graduate program had started or ended.

AC Thody stated he wanted to review the calendar on his phone because the questions being asked of him were specific to where he was on a given date. Outside of a POSTC form in front of him that had a photocopy of his signature on it with a date, he did not have ability to recall where he was 2 years and 8 months earlier. AC Thody indicated that he attempted to look at his phone to ascertain where he was. He was not allowed to look at his phone because Attorney Segar objected and said that any use of his phone would be objected too.

I confirmed Attorney Segar stated to AC Thody, "I'm asking you where were you" and AC Thody answered, "from my recollection I don't know." AC Thody explained that it didn't take a trained investigator to realize Attorney Segar was trying to walk him down a path where he knew more than AC Thody during this line of questioning.

AC Thody related that he attempted to gain that knowledge from his phone and was shut down so at that point he had no choice but to answer, "I don't know." He stated "A, because I didn't know and B, because it was clear that there was more coming." AC Thody also confirmed that he does not have a photographic memory. AC Thody went on to state that he did not memorized when he arrived at the Administrator Officers Course in Louisville, Kentucky nor when he graduated.

Following that line of questioning, AC Thody was presented with timecards, which had been identified as his. AC Thody does not know how they obtained the copies of the timecards, but they were photocopies of his timecards. He confirmed that the timecards were dated for the period that he was in Louisville, Kentucky and indicated he was in Louisville, Kentucky on 2/23/16.

AC Thody explained that his understanding of the POSTC form is that it is the record of training, both instruction and receipt of training that is required by POSTC. It has a place for the officer's name that is receiving the training, the department, the POST ID number of the individual receiving the training and then there is an area of instruction. This is where the number for the area of instruction is inserted, the topic of instruction, number of hours, the date and the instructor signature. At the bottom of the form, the training officer must verify the form and so does the officer that receives the training. He stated that this is a record of instruction for both the instructor and for the officer receiving training.

We established the form for Robert Lanza has AC Thody's signature on it and it indicated that he taught the class based upon what he was presented at the time. AC Thody related that his understanding of the form is that the signature indicates that he taught that class. He further explained that when he teaches in-service or any other instruction at any given point, "we" teach anywhere from 200 to 400 officers.

AC Thody knows for a fact that he does not hand sign 200 to 400 POSTC forms. He knows that he signs one POSTC form for the given instruction he provides and then the academy photocopies that instructional form. It is his understanding that they do it just for that day. That would indicate my signature attesting that he trained on that subject matter for those hours for that day. His assumption based at looking at the form is that it was one of those photocopies of his signature.

AC Thody further related that when you look at the date sections, they are completed in handwriting that is not his. Furthermore, the date is written in three different areas. After reviewing this form and finding out that he was in Kentucky, he believes that his signature on that POSTC form was used and a separate date was added by someone else. AC Thody was not aware that the academy keeps pre-signed POSTC forms on file to utilize for in-service training. He confirmed that is not a standard or acceptable practice.

When asked if it was his intention to deceive or be deceptive on the stand during the Lanza arbitration hearing on October 16, 2018, AC Thody stated "No, not at all." He related that his intention was to go there and explain the Fair & Impartial Policing training, explain the consent decree and how that relates to the alleged behavior of Lanza. It is still his belief that his signature

on a POSTC form represents a method or time of instruction that he taught. If that was not the case, it was certainly done without his knowledge and without his approval.

AC Thody went on to relate that the fact remains that there are five people certified by the Fair & Impartial Policing Institute to deliver this instruction. They all deliver the same instruction from the same PowerPoint and in the context of the hearing, the instruction was properly delivered. AC Thody is not sure why the academy would not use another POSTC form with one of the other instructor's signature. He also does not know how his signature ended up on the form, but it was not his intent to deceive. Furthermore, knowing where he was 2 years and 8 months ago specifically is not something that he walks around with in his head as general knowledge.

WITNESS INTERVIEW: OFFICER LUIS G. FRANCO #J80 (EXHIBIT #12: RECORDING #2)

On Wednesday, January 23, 2019 at approximately 1211 hours, Officer Luis G. Franco #J80 was interviewed by Lieutenant Kevin O'Brien and this investigator. The interview was conducted in the Internal Affairs Unit interview room, located within Hartford Police Department Headquarters, 253 High Street, Hartford, CT. OFC Franco was accompanied by Union Vice President, Officer Joseph Sherbo #G45 and Chief Steward Anthony Rinaldi #G45 at the interview. OFC Franco presented himself at the Internal Affairs office, dressed in uniform of the day and acted with a professional demeanor. OFC Franco answered questions in a rational manner and appeared to cooperate with this investigation. Over the course of the interview, OFC Franco provided investigators with pertinent information related to this investigation. OFC Franco related the following facts and circumstances associated with this complaint:

OFC Franco acknowledged that during our first interview, he provided investigators with documentation of courses that he instructed to individuals who might have missed in-service training (giveback day). He explained that he facilitated the training by utilizing the instructors PowerPoint and class materials. He provided the officers with the information and created a quiz to show that they understood the material presented to them.

OFC Franco then provided investigators with an additional manila folder containing pre-signed POSTC forms with areas of instruction, topic and instructors' signatures. Below is a list of the pre-signed forms contained in the folder:

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
200	2016-2017 Legal Updates	Attorney Eric P. Daigle

POSTC-50 Rec 05/2017 (Exam attached)

Area	Topic	**Instructor Signature
200	Legal Updates	Attorney Eric P. Daigle

POSTC-50 Rec 05/2017 (Exam, PowerPoints & materials attached)

Area	Topic	**Instructor Signature
200	Legal Updates	Attorney Eric P. Daigle

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
202	Connecticut Liquor Laws	Christene Mertes
206	Laws of Evidence	Christene Mertes
207	Laws of Arrest	Christene Mertes
209	Use of Force	Michael Anderson
213	Landlord Tennant	Christene Mertes

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
301	Firearms Classroom	Jonathan Youens

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
403	Police & The Public (Employee Assistance	Teresa Velez
	Program)	
601A	Intoximeter Certification	Michael Diana
502	Crime Scene Processing	Jonas Riccitelli
509	Explosives and Incendiary Devices	Jonas Riccitelli
518	Child Abuse & Neglect (Mandated Reporter)	Karen Diaz
	Minimal Facts for First Responders	

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
403	Police & the Public	Christene Mertes

POSTC-50 Rec 05/2017

Area	Topic	**Instructor Signature
403	Police & The Public	Theresa Velez

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
404	Juvenile Law / Dealing with Juveniles	Josh Lewis

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
512	Rape Crisis / Sexual Assault	Josh Lewis

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
524	Crimes Motivated by Bigotry & Bias	John Szewczyk

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
524	Hate Crimes	John Szewczyk
	Planning and Accreditation	
607	Domestic Violence	Irene-Lee Leonard
404	Juvenile Law	Anthony Anderie
512	Sexual Assault	Joshua Lewis
	HPD / HPS MOA	

POSTC-50 Rec 05/2017 (Exam, PowerPoint, Polices & Procedures attached)

Area	Topic	**Instructor Signature
524	Crimes Motivated by Bigotry & Bias	John Szewczyk

POSTC-50 Rec 05/2017

Area	Topic	**Instructor Signature
605	Animal Handling	John Greeno

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
607	Domestic Violence	Manuel A. Pacheco

POSTC-50 Rec 05/2017

Area	Topic	**Instructor Signature
617	Civil Complaints & Service Calls	Theresa Velez

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
618	Report Writing	Michael Anderson

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
624	Gangs & Gang Violence	Johnmichael O'Hare

POSTC-50 Rec 7-12-2010

Area	Topic	**Instructor Signature
624	Gangs & Gang Violence	Johnmichael O'Hare
407	Substance Abuse Issues	Barry Skoletsky
405	Suicide Recognition – Management & Intervention	Barry Skoletsky
	Planning & Accreditation	
304	First responder / Bloodborne Pathogens	Jeffrey Morrison
	HIV / AIDS Connecticut	

We reviewed the first POSTC-50 form in the manila folder with OFC Franco. It is a pre-signed POSTC-50 for Area 200, Legal Updates and the instructor for the course is identified as Attorney Eric P. Daigle. OFC Franco confirmed that the form was signed by Attorney Eric Daigle in the instructor signature box.

OFC Franco also confirmed that if an officer missed training in legal updates, the officer would go to the Academy and sit with OFC Franco. OFC Franco would then administer Attorney Eric Daigle's material on his behalf. He explained that Attorney Eric Daigle comes with a large PowerPoint presentation, so he provides the officer with a copy of the PowerPoint presentation. OFC Franco then administers an examination to show that the officer received the training and answered the questions based on that training.

I asked OFC Franco if he administered the examination on behalf of Attorney Daigle and he stated "yes." I also asked OFC Franco if Attorney Daigle was aware of this practice and he related to the best of knowledge, yes. OFC Franco did confirm that he has not had conversations with Attorney Daigle, but the training material is on file at the Academy.

I re-confirmed with OFC Franco that the list of 18 Area/Topics of instruction that he provided me during the first interview are classes he taught on behalf of the listed instructor. These classes were taught one-on-one with the officer that needed to make up the training. He also confirmed the forms he provided me were the originals kept on file at the Academy.

OFC Franco acknowledged that nowhere on the POSTC-50 forms submitted is there a section to indicate that he instructed the class, no is there an area that states "in lieu of" he taught the class. OFC Franco explained that he tries his best to meet with each instructor to get the most up to date material and exam. The instructor would provide OFC Franco with the exam or he would show them a quiz he made and ask if it is in line with their material that they instruct. He did his best to contact every one of the instructors.

I explained to OFC Franco that between his first and second interview, investigators interviewed SGT John Szewczyk. I further explained that I questioned SGT Szewczyk about his material, which had been provided to me by members of the Academy staff. I then showed OFC Franco the manila folder labeled Area 524: Hate Crimes that OFC Franco provided. OFC Franco confirmed that contained in the manila folder is the original pre-signed POSTC-50 form submitted by SGT Szewczyk. He also related that Officer Jeffrey Fish signed at the bottom of the form as the training officer.

OFC Franco confirmed that he met with SGT Szewczyk to discuss this area of instruction. He stated that he met with SGT Szewczyk face-to-face at the Academy. He went on to relate that he explained to SGT Szewczyk what his task was as far getting officers recertified, OFC Franco verified with SGT Szewczyk that the PowerPoint was up to date and advised SGT Szewczyk he would be making a quiz. OFC Franco related that SGT Szewczyk asked if he needed to make a quiz to which OFC Franco advised SGT Szewczyk that he knows he is busy and he (OFC Franco) could make a quiz. OFC Franco then showed SGT Szewczyk the quiz and SGT Szewczyk provided OFC Franco with an updated PowerPoint.

OFC Franco confirmed that SGT Szewczyk was fully aware he (OFC Franco) was going to teach this area of instruction on his behalf. OFC Franco also confirmed that SGT Szewczyk was not present in the room when he taught this area of instruction on his behalf to OFC James Prignano on June 26, 2018.

OFC Franco identified Exhibit #11 as the form submitted to show that OFC Prignano received training on June 26, 2018, for Crimes Motivated by Bigotry & Bias. He confirmed that SGT Szewczyk was not aware he provided the training to OFC Prignano. He related that he provided OFC Prignano with the same packet that he would provide to any Officer that would have taken the course.

I asked OFC Franco once again if SGT Szewczyk was in the room when he taught the class and he stated that he was not. I asked OFC Franco if SGT Szewczyk was in the building when he taught the class and he stated he didn't know. He confirmed that it was SGT Szewczyk material that he taught.

I explained that in speaking with SGT Szewczyk, SGT Szewczyk did not recall meeting with OFC Franco about the material. OFC Franco is positive that he met with SGT Szewczyk. I also advised OFC Franco that SGT Szewczyk does not recall signing the form. OFC Franco does not recall if it was signed in his presence.

I advised OFC Franco that SGT Szewczyk believes someone may have forged his signature on the form. OFC Franco confirmed that it is not the practice of Academy staff members to forge signatures on POSTC forms. He also related that as part of past practice, they would hold on to the pre-signed POSTC forms.

Going through files at the academy, OFC Franco was able to locate several POSTC forms that were pre-signed by instructors. Some of the forms have original signatures and others were photocopied. OFC Franco then presented another pre-signed POSTC form with SGT Szewczyk's

signature on it for Crimes Motivated by Bigotry & Bias. OFC Franco related that it was on a correct POSTC form, not a firearms form. He then went through additional POSTC forms with signatures for Attorney Eric Daigle, OFC John Greeno, SGT Manuel Pacheco, DET John Lewis, OFC Theresa Velez, SGT John Szewczyk, West Hartford Police Officer Irene Leonard, Anthony Anderie, SGT Jonathan Youens, LT Christene Mertes, SGT Michael Anderson, LT Johnmichael O'Hare, Barry Skoletsky, SGT Jeffrey Morrison SGT Michael Diana, LT Jonas Riccitelli and Karen Diaz.

OFC Franco is surprised that SGT Szewczyk would allege sworn Hartford Police Officers assigned to the Hartford Police Academy would forge his signature. He confirmed that he met with SGT Szewczyk face-to-face to discuss his material, created a test and taught SGT Szewczyk's material on his behalf. OFC Franco expressed to SGT Szewczyk what he was tasked with doing and whether the material he was providing to the officer was the same material he (SGT Szewczyk) would provide.

In summation, OFC Franco met with SGT Szewczyk face-to-face. OFC Franco discussed SGT Szewczyk's material with him face-to-face. OFC Franco discussed the exam administered with SGT Szewczyk face-to-face. OFC Franco taught a class on the behalf of SGT Szewczyk. OFC Franco did not forge SGT Szewczyk's signature on the form and is unaware of any member of the Hartford Police Academy who may have forged signatures on POSTC forms.

Based upon questions posed to OFC Franco by Hartford Police Department Union representation, OFC Franco stated he was tasked with gathering materials from instructors whether on file in the "P" drive or hand delivered to him along with any HPD policy and procedures. He provided the material gathered to officers, so they could maintain their POSTC certification due to missing credits. He further confirmed, when asked by Union Vice President Officer Sherbo if he forged the signature on the form, he stated that he has never forged anyone's signature on any form ever.

WITNESS INTERVIEW: OFFICER JEFFREY A. FISH (EXHIBIT #1A: RECORDING)

On Wednesday, January 23, 2019 at approximately 1250 hours, Officer Jeffrey A. Fish #I85 was interviewed by Lieutenant Kevin O'Brien and this investigator. The interview was conducted in the Internal Affairs Unit interview room, located within Hartford Police Department Headquarters, 253 High Street, Hartford, CT. OFC Fish was accompanied by Union Vice President, Officer Joseph Sherbo #G45 and Chief Steward Anthony Rinaldi #G45 at the interview.

OFC Fish presented himself at the Internal Affairs office, dressed in uniform of the day and acted with a professional demeanor. OFC Fish answered questions in a rational manner and appeared to cooperate with this investigation. Over the course of the interview, OFC Fish provided investigators with pertinent information related to this investigation. OFC Fish related the following facts and circumstances associated with this complaint:

OFC Fish related that he is entering his 10th year with the Hartford Police Department and has been assigned to the Hartford Police Academy for approximately three years. He confirmed that he has completed the Methods of Instruction (MOI) training course to be a certified instructor and is certified to teach Human Behavior, Water Safety, Rifle Instructor, Pistol Instructor and Driving. He is unsure of the date that he became a certified POSTC instructor.

As part of his duties as a Hartford Police Academy Instructor, OFC Fish schedules training for recruits and officers for firearms, driver, human relations and giveback days. I asked OFC Fish during his MOI training, was POSTC-50 form explained to the class. OFC Fish related he believed it was. Upon reviewing the form with OFC Fish, he related that he did not recall going over the form in the class.

OFC Fish confirmed that he has completed the POSTC form during giveback day training. He further explained that the form does not apply to the recruits or recruit training. The recruits have a predetermined schedule of classes that they must complete to graduate.

OFC Fish explained that when an officer attends giveback day training, depending on the topic of instruction presented, the academy will fill in the area, topic, hours taught, and credit hours received on the POSTC form. For example, if OFC Fish were to instruct water safety, he would put the area number associated with water safety, water safety in topic, course hours (4) and credit hours received (4) on the form. He would then date and sign the form.

OFC Fish related that his interpretation of the signature in the instructor signature box, was that person provided the area training documented on the form. He further explained on the bottom left hand side of the form, the training officer would sign indicating that instructor came in on that day and taught. On the lower righthand side of the form, the officer receiving training would sign.

Investigators then went over exhibit #10, pre-signed POSTC-50-B form signed by SGT John Szewczyk as the instructor and OFC Fish as the training officer. OFC Fish confirmed that exhibit #10 was provided to the Academy by SGT Szewczyk ahead of time. There is no other officer information completed on this form.

OFC Fish explained that the academy would have the form on file and ready on the day the officer came in for instruction. He confirmed that the forms were pre-signed and placed aside in a filing cabinet. So, when the instructor came in to teach a class, they would go to the filing cabinet and retrieve the pre-signed form. All that would need to be filled out on the forms is the date and information of the officer receiving the training.

OFC Fish confirmed that he did not sign SGT Szewczyk or anyone's name on the POSTC form. When asked if the forms are signed by the instructors in his presence, OFC Fish related that at the end of the year and when the academy is compiling the forms for retraining, the Academy will figure out what courses they need to get everyone certified. They then contact those instructors and have them go to the academy and sign their forms. They also collect the training materials from the instructors and a quiz or test to show that the officer attending training understood the material presented.

He explained that getting the instructors to come to the Academy to administer training is not always feasible. Therefore, the Academy maintains the training materials on file to administer to the officer needing training. OFC Fish confirmed that this practice has been taking place prior to his assignment to the Academy.

OFC Fish also confirmed that the signature in the instructor box on the form does not indicate that person taught the class. He related that it indicates that instructor provided the information necessary to teach the class. His understanding is that the instructor also certified the material to be taught on his/her behalf.

When asked if he has ever forged a signature of an instructor on a POSTC form, OFC Fish stated no. He related that they will either go to the instructor and get the information from them or have them come in. OFC Fish then signs in the training officers' signature box indicating that the information and test presented to the officer were approved by the instructor. OFC Fish is not stating that the instructor was in the room when the course was taught.

OFC Fish confirmed that this practice has occurred with multiple instructors over multiple years. Pretty much any subject identified as needing credits for re-certification, Academy staff would reach out to the instructors and obtain the curriculum with test. He also confirmed that any officer assigned to the Academy can sign the form as the training officer.

OFC Fish acknowledged that there is no reason why someone would allege that their signature was forged on a POSTC form. He further related that no one other than Academy staff members have access to the archives where the forms are stored. He confirmed that if the signatures were forged, that would have been forged by sworn members of the Hartford Police Department that have access to the archives. The room containing the archives is key access only with an issued key.

During this investigation, it was determined the Hartford Police Academy utilized POSTC-50 forms pre-signed by a "Training Officer" and/or a POSTC certified instructor(s) to document inservice or make-up in-service training. These forms were kept in a filing cabinet at the Academy for future in-service and make up training days. At times, those pre-signed forms were used to document training provided by instructors who were not certified to teach the area of instruction. This investigation revealed that some instructors who pre-signed the forms were aware of this practice, and that some were not.

When this information was discovered, I immediately advised POSTC in Meriden and Chief David Rosado. POSTC Compliance Officer William Tanner confirmed that the practice of utilizing pre-signed POSTC-50 forms for in-service and/or make-up training was inappropriate and would be considered falsifying a record. He further related that this practice had to cease immediately and sent an email to all the satellite Police Academies on Thursday, December 13, 2018, advising same. Chief David Rosado concurred that this practice was unacceptable and sent an email on December 14, 2018, to LT Shelby advising that this practice would cease immediately at the Hartford Police Academy.

It was also learned throughout the course of this investigation that SGT John Szewczyk met with NBC30 reporter Shyang Puri and spoke with POSTC Compliance Officer William Tanner concerning this investigation after he was given my written directive on November 6, 2018. The directive stated, "Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person." Resultingly, it appears that SGT Szewczyk failed to follow a direct order from a supervisor.

SGT Szewczyk was deliberate and specific with his answers during testimony on December 13, 2018, during the Lanza Arbitration hearing concerning his training and practices as a POSTC certified instructor. This included training he received, as well as his understanding of the POSTC-50 form. However, during his Internal Affairs Interview on Monday, January 14, 2019, SGT Szewczyk was evasive, uncooperative, and less than truthful with investigators as it pertained to his training and practices as a POSTC instructor, as well as his understanding of the POSTC-50 form. As a result, these concerns were brought to the attention of Chief David Rosado who ordered an Internal Affairs investigation for potential violations of the Hartford Police Department Code of Conduct. Refer to that Internal Affairs investigation I-File# 2019-002 for further details.

CONCLUSION:

On November 2, 2018, LT Brian Bowsza sent Chief David Rosado an interdepartmental memorandum concerning the Arbitration Testimony of Assistant Chief Jason Thody on October 16, 2018. It was documented in the memorandum that on Tuesday, October 16, 2018, Assistant Chief Jason C. Thody of the Hartford Police Department was called as a witness for the City regarding the content of a Fair and Impartial Policing training course, which he is a certified to teach by POSTC.

As part of the City's presentation, a POSTC-50 training form was presented, which bore Assistant Chief Thody's signature in the "instructor" box. The Union expressed concern to Lieutenant Bowsza that Assistant Chief Thody may have falsified a document and/or falsified his testimony under oath.

When questioning Assistant Chief Thody about the POSTC-50 form dated February 23, 2016 (City Exhibit 8), HPU Attorney Marshall Segar first had Assistant Chief Thody identify the form. He then asked Assistant Chief Thody if the form indicated, as did the Training Trakker, that he taught the class on February 23, 2016. Based upon what was documented on the form and Training Trakker presented to him, Assistant Chief Thody stated "Yes." It was later determined based on Assistant Chief Thody's timecards that he was in Louisville, Kentucky attending training.

Assistant Chief Thody was asked to recall where he was on February 23, 2016, approximately 2 years and 8 months after the date in question. Assistant Chief Thody advised Attorney Segar that he did not know and requested to view his calendar on his cell phone to refresh his memory. Attorney Seager objected to the review and Assistant Chief Thody was not allowed to refresh his memory.

In summation, Assistant Chief Thody inaccurately answered a question under oath. However, this investigation found no evidence that he knowingly or negligently did so, nor did he have any intention to lie during his testimony. Assistant Chief Thody wanted to refresh his memory as to where he was on the date in question and he wasn't allowed to do so. Assistant Chief Thody was led to answer, and then his inaccuracy was used to create the perception of an intentional lie.

It is recommended that the complaint against Assistant Chief Jason C. Thody be closed with the following findings:

APPLICABLE CODE OF CONDUCT:

Section 2.10:

Knowingly or willfully making a false entry in any Departmental or other official report or record.

RECOMMENDATION:

UNFOUNDED

The investigation determined that the act complained of did not occur.

DATE OF REPORT:

March 11, 2019

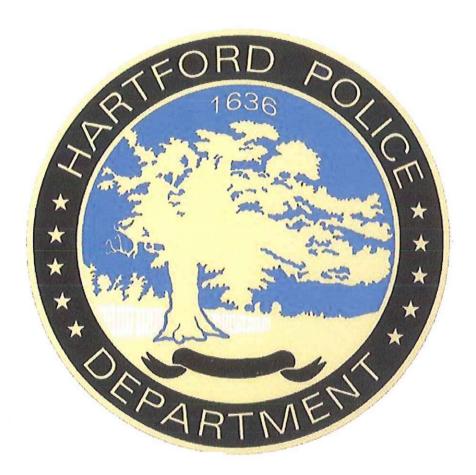
INVESTIGATOR INFORMATION:

ASSISTANT CHIEF RAFAEL MEDINA III #L49

ASSIGNED INVESTIGATOR

HARTFORD POLICE DEPARTMENT

HARTFORD POLICE DEPARTMENT



I-File #2018-021

Assistant Chief Rafael Medina III L49
Assigned Investigator

Book #2

	Memorandum requesting internal affairs investigation (11/2/18)
2	Memorandum from LT Bowsza to Chief Rosado (11/2/18)
3	Email trail between LT Bowsza and SGT Szewczyk
4	Lanza Arbitration Hearing Transcript – Day 3 (10/16/18)
5	Witness interview: LT Brian Bowsza
6	Witness interview: SGT Jonathan Youens
7	Review Training Credit (POSTC-50 Rev. 05/2017)
8	Five (5) pre-signed Review Training Credit (POSTC-50) forms
9	Completed Review Training Credit (POSTC-50) dated 2/23/16
10	Pra-signed Review Training Credit form for Area: 524
11	Completed Review Training Credit form for Area: 524 (6/26/18)
12	Witness interview: OFC Luis Franco
13	List of POST Credit Make Up course taught by OFC Franco
14	Pre-signed Review Training Credit form for Area: 200
15	Completed Review Training Credit form for Area: 200 (5/10/18)
16	Pre-signed Review Training Credit form for Area: 512
	Crimpleted Review Training Credit form for Area: 512 (6/4/18)
	Pro-signed Review Training Credit form for Area: 607
19	Completed Review Training Credit form for Area: 607 (5/8/18)
20	Pre-signed Review Training Credit form for Area: 624
21	Completed Review Training Credit form for Area: 624 (6/15/18)
22	Ennail sent by William Tanner to satellite academies
23	Mernorandum sent by Chief Rosado to Hartford Police Academy
24	Memorandum (12/19/13), transcript, timecards, POSTC-50,
25	NDC30 Connecticut news article (12/21/18)
26	Witness interview: V/illiam Tanner
27	Witness intervie.v: Pany-Ann Mendes
28	Photocopies: timecards for CAPT Jason Thody (2/14 – 3/12/16)
29	Lenze Arbitration Hearing transcripts: Days 1-5 & 7
30	Witness interview. GGT John Szewczyk
31	SMbject Interviews AD Jason C. Thody



CITY OF HARTFORD

INTERDEPARTMENTAL MEMORANDUM

TO:

Lieutenant Kevin O'Brien

Commander, Internal Affairs Division

FROM:

David Rosado Chief of Police

DATE:

November 2, 2018

SUBJECT: I-File #2018-021

I am requesting that you initiate an internal investigation into Assistant Chief Jason C. Thody's testimony during an arbitration hearing.

DR/kob



CITY OF HARTFORD

INTERDEPARTMENTAL MEMORANDUM

TO:

Chief David Rosado

FROM:

Lieutenant Brian Bowsza

DATE:

November 2, 2018

SUBJECT:

Arbitration Testimony of Assistant Chief Jason Thody

An arbitration process for former Hartford Police Detective Robert Lanza has been underway for several months. As part of that arbitration process, a hearing was held on October 16, 2018 at the law offices of Pullman and Comley, LLC at 90 State House Square, Hartford, CT.

At that hearing, Assistant Chief Jason Thody was called as a witness for the City regarding the content of a Fair and Impartial Policing training course that former Detective Lanza had received. As part of the City's presentation, a POSTC training form was presented, which bore A/C Thody's signature in the "instructor" box.

During cross examination, the Union asked A/C Thody to review the POSTC form and then asked if the form indicated that he had provided instruction at the Hartford Police Academy on February 23, 2016. Assistant Chief Thody stated that the form did indicate he taught on that day.

They then asked A/C Thody where he was on that date. After being prevented from referring to his personal calendar, A/C Thody indicated that he was unsure of his whereabouts on that day. The Union then followed up with evidence indicating that on that date A/C Thody was in Louisville, Kentucky at the Administrative Officer's Course at the University of Louisville. The Union expressed concern to me that Assistant Chief Thody may have falsified a document and/or falsified his testimony under oath.

Each of the hearings have been professionally transcribed, and I have attached the relevant portions of that day's transcript to this memorandum. The entire transcript is available for review, if necessary.

Due to the concerns that were raised, I believe that this incident is worthy of investigation.

BB/bb

Bowsza, Brian J.

From:

Szewczyk Jr., John

Sent:

Friday, November 2, 2018 1:17 PM

To:

Bowsza, Brian J.

Subject:

RE: Lanza Arbitration Testimony

LT. Bowsza,

As I have stated many times, the Hartford Police Union is committed to fair and equitable treatment and due process for all its members. We support transparency, good public policy decision making and are committed to the highest ethical standards not just for our membership, but for the entire department. This includes the command staff. The City's decision to submit the evidence in question into arbitration on 8/27/18, followed up by additional oral testimony on 9/16/18 certainly is problematic and concerning, especially considering what was discovered during the cross examination of Assistant Chief Jason Thody.

That being said, it is not the decision of the Union to determine what the consequences, if any, of those actions will be to the City or to Assistant Chief Thody. That will be determined by others which may include, but not be limited to, Chief of Police David Rosado, an arbitrator, the Public Safety Committee of the Hartford Common Council, the Police Officer Standards and Training Council, and the State's Attorney's Office.

Respectfully,

Sgt. John Szewczyk President, Hartford Police Union

Sergeant John Szewczyk

Hartford Police Department 253 High Street Hartford, CT 06103 Email: Szewj001@hartford.gov 860 757 4005 ext. 4503

From: Bowsza, Brian J. [BOWSB001@hartford.gov] Sent: Wednesday, October 24, 2018 3:58 PM

To: Szewczyk Jr., John

Subject: Lanza Arbitration Testimony

Good Afternoon, Sgt. Szewczyk.

As a follow-up to our telephone conversation toward the end of last week and in my office yesterday, if you believe there has been, or may be, some kind of misconduct on the part of the HPD Command Staff (specifically A/C Jason Thody) related to testimony at the Lanza arbitration hearing, please let me know if the Union would formally like to request an investigation into the matter.

RIAN BOWSZA
LIEUTENANT
HARTFORD POLICE DEPARTMENT
CHIEF OF STAFF

PUBLIC SAFETY COMPLEX | 253 HIGH STREET | HARTFORD, CT 06103 T: 860.757.4487 | F: 860.722.8270 | E: BOWSB001@Hartford.Gov



Medina, Rafael

om:

Bowsza, Brian J.

sent:

Monday, December 3, 2018 1:09 PM

To:

Medina, Rafael

Subject:

Lanza Arbitration transcript - 10/16/2018

Attachments:

Hearing transcript Day 3 (full version) 10-16-18.pdf

Chief

As you requested, this is the full transcript of all testimony provided during the Lanza arbitration hearing held on October 16, 2018.

		Pa	age: 48
	1	you very much.	9 - 10
	2	(Off the record briefly.)	
	3	MR. SHEA: The City calls Assistant	
	4	Chief Jason Thody.	
	5		
	6	ASSISTANT CHIEF JASON THODY, called	
	7	as a witness, having been first duly sworn,	
	8	was examined and testified as follows:	
	9		
1	LO	DIRECT EXAMINATION	
1	1		
1	2	BY MR. SHEA:	
1	3	Q Good afternoon, Chief.	
1.	4	A Good afternoon.	
15	5	Q If you could, could you just give us a brief	
16	5 6	description of your current position and assignment?	
17	14	A Sure. I'm the assistant chief of administration	
18	a	and professional standards. I oversee areas of the	
19	d	epartment including Internal Affairs, training academy,	
20	C:	riminal relations, budgeting, basically everything	
21	no	onoperational.	
22		Q And are you also certified to provide	
23	in	nstruction to recruit training?	
24		A Yes, I'm a POSTC certified instructor.	
25		Q And are you familiar with the concept of fair	
		Cassian Reporting 11.0	

and impartial policing? 1 2 I am. If you can just maybe give a brief explanation 3 how you first became familiar with that topic or 4 5 concept? 6 Sure. After the president's task force on 7 21st Century policing was released, there was a large section on trust and legitimacy, and in there, there was 8 9 reference to implicit bias training in police officers. So as a department, the chief tasked me then with going 10 11 out and trying to find a training program that would talk 12 about implicit bias and its effects on police officers and on the folks that we deal with in our work. So I went out 13 and -- this Fair & Impartial Policing is the training 14 program that we selected to bring to the department. 15 16 When you say "we selected," is that a program 17 prepared by POSTC or by some other outside entity or where 18 did you find that program? 19 So initially it's an outside entity. 20 Dr. Lorie Fridell is the founder of Fair & Impartial Policing, LLC. It's a company that puts the training 21 together. They were pretty well regarded. We did some 22 calling around about some of the programs that were having 23 24 some success in instruction. So it's a private company.

We brought them in, "we" meaning the police department.

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1 Hartford Police Department paid for them to come in and do 2 a train-the-trainer program for myself, we had four or 3 five other officers from the department trained, and we also invited some of the surrounding departments including 4 POSTC instructors to come as well. Shortly after that, 5 POSTC adopted this training as a mandatory training for 6 recruits and also for in-service. 7 So at the time you identified the program and 8 Q arranged for the training, it was not POSTC mandated, 9 10 correct? 11 A It was not, no. It now is? 12 0 13 A Now is. 14 Q Do you know approximately when POSTC began 15 mandating the fair and impartial police training? We brought the training here in 2015, and I 16 A believe it was shortly after that. 17 And does the department and the HPD provide fair 18 Q 19 and impartial policing as part of basic training at the police academy? 20 Yes, myself and one of the other officers that 21 have been certified as an instructor train each recruit 22 23 class since we were trained in 2015. With respect to the basic recruit training, that 24 is POSTC mandated, correct? 25

1 A Correct. With respect to in-service training, does the 2 3 Hartford Police Academy provide in-service training with respect to fair and impartial policing? 4 5 Α We did, yes. We put all three iterations of the department through the fair and impartial policing program 6 7 during in-service training. 8 Q Now, does POSTC mandate the fair and impartial policing be provided in service for purposes of 9 recertification? 10 I don't believe it's a mandated area for 11 A recertification. I'd have to look at that. I think it's 12 13 considered an elective. 14 Okay. Now, I'm going to try and -- there's a 15 document that should be marked as City Exhibit 9, but I 16 don't know if it's been out yet today or where it is. 17 Here it is. 18 Chief, I've handed you a document that's been 19 previously admitted as City Exhibit 9, and I'm just going to ask you to take a moment and review that. 20 21 A Sure. Okay. Are you familiar with this document? 22 Q 23 A Yes. And what is it? 24 0 This is the PowerPoint dated 1/26/16. So this 25 A

is the PowerPoint that we used to train the in-service block of instruction.

Q And I don't know if you have an independent recollection of this. I'll start with that. With respect to in-service, is the fair and impartial policing, is that taught in one single sitting or is it possibly spread over a couple sittings or blocks or modules? Do you know?

A For the in-service we did it in two blocks.

Q Are you able, from either your extensive knowledge of the subject matter or your review of City Exhibit 9, to determine which slides constitute each block?

A This should be more the break. Module 2 is roughly halfway through on the top of a re-numbered page 1. It says "Module 2" in the upper left-hand corner.

Q On the slide that appears to be titled "The Impact of Biased Policing on Community Members and the Department"?

A Yes.

Q So would I be correct in understanding that if an officer's POSTC form indicated he received fair and impartial policing either Part 1 or Module 1, it would be the first portion of this, and if his POSTC form indicated it was Part 2 or Module 2, it would have been the section beginning with Module 2 that you just identified?

A That's correct.

Q And I know you kind of touched on some of this in your previous testimony, but if you could, are you able to kind of outline the goals of fair and impartial police training with a little more detail?

A Yes. Fair and Impartial Policing is essentially training on the science behind implicit bias and the identification of implicit versus explicit bias. So what we look to do in the training is make officers aware of implicit bias, what that means, the impacts of decision-making that's based on bias, the impact of public perception when it comes to bias, and then we relate that to how it can bolster procedural justice and legitimacy and ultimately make -- the ultimate goals of the training which are kind of repeated over and over in these slides is to make policing more effective and safer for both the community and the police officers.

Q When you talk about procedural justice, could you just maybe give us a quick explanation or example of procedural justice?

A Sure. So procedural justice generally is the idea that community members have a voice in the process, that decisions are made by police officers based on facts and not based on predetermined bias or anything like that. It is basically the fairness, to put it as simply as

possible, the fairness of the process of officers' interactions with community. So we teach our officers that even if it's clear that one person's at fault and the other one is not, that you give both parties a voice so they feel like they're part of the process of coming to a decision. And that's procedural justice in a nutshell.

Q You talked about that with respect to, I think, impact upon legitimacy. If you can talk a little bit about the concept of legitimacy, that would be helpful.

A Sure. Legitimacy is easy. It's the idea that what we do as police officers is for the common good; it has a legitimate purpose. An example would be in Ferguson where the Ferguson report showed that the department was actually a money-making operation through giving parking tickets. That's not a legitimate purpose for a police department. A legitimate purpose would be public safety, would be fostering procedural justice where people feel safe from both crime and the police department. So legitimacy is the feeling that we serve a just purpose as police officers.

Q And how does bias or perceived bias affect the sense of legitimacy a community has within the department?

A Specifically, in procedural justice there's kind of four legs to it, having a voice, and two of the four legs deal with implicit bias and explicit bias in that

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officers that have a preconceived notion how a situation is going to end based not on facts, but based on the way that they feel about something through their upbringing or whatever bias they may have, that that would impact negatively on legitimacy. We would not be seen as a legitimate entity at that point.

Q It's mentioned here in some of the slides, but in terms of what legitimacy promotes within the community -- and I notice one of the slides says it promotes cooperation with the police -- how does legitimacy provide cooperation with the police?

A So when the police department is perceived as legitimate, people are more apt to cooperate. We'll end up with witnesses that will come forward and believe that the information that they give us will be used properly. They're more apt to call the police in the first place if they have a problem and turn to the police as a solver of problems, for lack of a better term.

One of the signs that you don't have police legitimacy in your department is that people tend not to call the police, they don't think it matters, they don't think there's anything that we can do for them, they think, well, they're just going to come, and that person's going to get away with it anyway, they don't ever do anything. So that's how it connects.

Q Is there similar -- does it also promote compliance with the law?

A Legitimacy, if people believe that the police department is legitimate, they're more apt to comply with the law because they know that the outcome has a better chance of being fair, they get a fair shake. When they don't think they're going to get a fair shake, they tend to run, not comply with the law, yes.

Q Now, you talked about the fair and impartial policing, the focus on implicit bias. With respect to explicit bias, if there is behavior or attitudes or perception that officers are explicitly biased, can that similarly affect legitimacy or the community's sense of legitimacy within the police department?

A Absolutely. That would be at a higher lever.

When I do the training, I specifically talk about how even perceptive -- the folks that we deal with day in and day out, they're very perceptive, they're human beings just like anyone else, and they can tell, even when you have a hint of bias. That would be implicit and be subconscious by it just by the way you talk to someone. I may talk to someone in a more stern manner or something like that.

That's implicit.

Explicit bias is much more noticeable and would have a quicker and more significant impact on the folks

that we deal with.

Q And when you talk about impact upon legitimacy, that perception -- well, let me ask. If an interaction with a police officer leads someone to believe that someone either has implicit or explicit police bias, does that affect the view of just that officer they're dealing with generally or can it somehow color their view of the entire police department?

A I guess it depends on the person. In the training we talk about how, you know, we tend in law enforcement to be lumped into groups based on how our agency does, based on what people see on the news, how people interact with folks within our department. One of the things I say during this training is that our reputation and our legitimacy is built up or eroded with each and every interaction that our officers have with members of the public. If you have a negative interaction with somebody, that somebody talks to somebody else, and it tends to fester. So it's -- we are -- while we can give implicit bias training to our police officers, we can't give it to the public. So when the public has an implicit bias that's negative towards the department, there's not a lot we can do about that.

Q You mentioned the role of news media and passing along, if someone passes along a negative interaction or

experience they had. Am I correct in understanding then that for community members, they don't necessarily have to personally witness the implicit or explicit bias, but if they hear about it either on the news or talking with their neighbors or community members, that can similarly erode their trust of the system and their sense of whether they'll be treated fairly and equal?

Eberhardt, who is kind of the real social scientist behind this training, displays in the -- it's a study that looked at crime and race correlations, and she basically shows that the implicit bias doesn't have to be based on fact. It just has to be based on human experience. So human experience can be social media, it can be news, it can be family, the way family talks about something. An implicit bias or explicit bias can be ingrained just based through experience. It doesn't have to be factual experience. What an individual sees on the news cannot be true, but it still will shape the way they look at things.

Q You're obviously here today with respect to Mr. Lanza. Are you familiar with the circumstances leading to his termination?

A Generally, yes. I wasn't in a position to be intimately involved in it.

Q Are you aware that it involved allegations or

1 sustained charges that he had engaged in racial epithets 2 in an interaction with another police agency? I was aware of that, yes. 3 0 Did you see any news coverage of this by any 4 5 chance? I did see some. A 6 7 Q Now, along the lines of the topics we just discussed, based upon your understanding of legitimacy and 8 fair and impartial policing, could that type of coverage 9 10 and could those type of actions attributed to the Hartford 11 Police Department kind of undermine the community's sense 12 of the legitimacy within the Hartford Police Department? It could, yes. Any negative connotation that 13 14 comes out in the media with regards to a member of the 15 agency, whether it's the Hartford Police Department or any 16 other police department, is going to drive both those 17 implicit, and even to some degree explicit, thoughts and 18 biases against the agency, so yes. 19 Now, you haven't been here and you won't be here for the remainder of the hearing, but based upon 20 information available to me at the hearing, it's 21 22 anticipated that a lot of Hartford officers will come 23 forward and say that they knew Officer Lanza and know him well, that he has never exhibited signs of bias, he has 24

never treated people differently based upon anything like

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race or ethnicity, and that we may also hear testimony that this may have just been a result of other mental issues going on in his life, that all of that could have contributed to a single incident that really does not at all reflect who he is or how he treats people.

Now, with that in mind, does that at all alleviate the concerns the Hartford Police Department would have with respect to having Officer Lanza continue on the police force?

It doesn't alleviate it. You know, one of the things that we talk about in fair and impartial policing and implicit bias training in general is that there is implicit bias that's based on not necessarily fact, like I said, it's based on perception. And then there is fact. The folks that will likely testify know Detective Lanza well, and they're not basing their testimony -- I would assume they wouldn't base their testimony on any implicit bias or ideas. They would base it on knowing him. The community at large would not have the advantage of knowing him. So I think that it would be safe to say that, though, using language like that would give an individual, especially individuals of minority status, a negative feeling and a feeling that there's not a procedural justice there, that there is a preconceived notion against a certain race or something like that, and that could be

troublesome in the community.

Q Even if it does not at all represent the personal view or feeling of Mr. Lanza as he may have exhibited to the people he works with and know him best?

A Yes. We talk about situations in the training where an officer -- there's been accusations against an officer or even people in corporate America that have proven to be false, but it's still -- the general public, not having intimate knowledge of those individuals, still hold and harbor a negative feeling towards that individual and sometimes even towards that entire agency even if it's not based in truth. Sometimes perception is reality.

Q This may not be a question you're comfortable answering. I'll let you decline. Is there any effective way to just fix that and say -- that you're aware of to overcome the concerns of the community that doesn't know Officer Lanza, to somehow get them over that? For lack of a better term, is there any way to fix that?

A I don't know. I don't know of any. The ideal would be to be able to run the entire population through fair and impartial policing training and talk about implicit bias. I don't know that that's a reality.

Q Wouldn't you have to run it through Officer Lanza, too?

A Yeah, I mean, so there's -- there's a word for

1 it, restorative justice model that could be -- I've seen other places do where they actually make it about the 2 individual, where they say, "Here's the individual, and 3 this is a human being, " and there's an interaction where 4 5 people get to go beneath the surface. They don't just scratch the surface. They get to go beneath the surface 6 7 and see that there's more to Detective Lanza than those comments, but like I said, I've never been a part of that. 8 9 I've just seen it. 10 MR. SHEA: Sorry. I've been calling 11 you officer. No disrespect. 12 MR. SEGAR: He's been calling you Jeff. 13 14 MR. SHEA: That works, too. BY MR. SHEA: 15 Okay. Thank you. That's been most helpful. 16 Q There's one other area I want to ask about, and 17 it's kind of related, but unrelated, and that is: Do you 18 19 have any familiarity with a piece of litigation called Cintron v. Vaughn? 20 21 Never be able to forget it. Yes, I do. 22 If you could, give us a little background as to 23 how that -- what the basis of that litigation is and kind of how it started and take us through the history if you 24 25 can.

A So prior to me being born, in the late '60s we had the race riots that affected Hartford. There were several methods that the police department used at the time that were unorthodox and that caused civil rights violations. The City of Hartford and the police chief were sued, and in 1973 they came to a stipulated agreement that outlined what would be a modern-day consent decree where it had roughly 14 pages or so of rules, for lack of a better term, that the department would have to implement to fix the way it operated and to make sure that it moved forward. And although the word procedural justice wasn't there in 1973, it would make sure that the department reconformed to procedurally just ways and became legitimate.

That document was then revisited in 2010, and now we have two documents. We have the original '73 agreement, and then we have a stipulated agreement in 2010. And, again, it's basically an oversight document that looks at certain areas within the police department, including internal affairs, citizen complaints, training, the firearms that we're actually allowed to use, what we can use police K-9s for. It's very specific. And we're mandated. We are under a federal magistrate that oversees this consent decree, and we have to follow these rules.

MR. SHEA: City Exhibit 16.

Page: 502

1 2 BY MR. SHEA: Chief, I'm going to ask you to take a look at 3 the document that's been marked for I.D. as City Exhibit 4 5 16, and there's a few kind of -- just for expediency, there's a few documents attached. So if you could just 6 take a moment and go through them all. And I did Bates 7 stamp them to help us as we navigate this. CINTRON-000001 8 9 is something that our office added just for purposes of navigating through the document. 10 11 A Okay. 12 Q And are you familiar with these documents? 13 A I am. 14 And if you could, just starting with the Q document that's on top, CINTRON-000001, what is that 15 document? I think it goes all the way through to -- it 16 17 has eight pages, so 1 through 8. 18 A So this is the 2010 amended agreement. 19 Okay. That you just discussed? Q Yes. This is, yes. 20 A 21 And then the document behind it beginning at 9 Q 22 and running through to 19, what is that document? 23 A That's the original 1973 agreement. And then there are two -- page 20 and 21, do you 24 0 know what those documents are? 25

1	A Page 20 and 21 are both General Order 7-29 which
2	is a department general order that just basically says
3	that the members of the department must conform to the
4	stipulated agreement.
5	MR. SHEA: I'd move for admission.
6	MR. SEGAR: One second, please. I
7	must have missed something. Did he testify as
8	to the settlement agreement or just as to
9	Cintron v Vaughn settlement?
10	MR. SHEA: I think he testified to
11	the first and second, I believe, the original
12	settlement stipulation and the subsequent
13	settlement agreement that incorporated and
14	added to, I believe, but I'll let his
15	testimony stand on that.
16	MR. SEGAR: No objection.
17	ARBITRATOR NEUMEIER: I'll just note
18	that the document refers to attachments, but
19	the attachments are not included here.
20	MR. SHEA: Yes. I certainly can
21	ARBITRATOR NEUMEIER: That's all
22	right unless you need them.
23	MR. SHEA: I don't need them.
24	(City Exhibit 16 admitted; Cintron
25	v. Vaughn Settlement Agreement and Settlement

Stipulation.)

2 BY MR. SHEA:

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- Q Chief, if you could go to the original
 Settlement Stipulation on page 13, Section 5, it
 references a racial epithet bulletin, Trigger Words. Do
 you have any familiarity with that provision in the
 requirement?
 - A Yes.
 - Q And what is your understanding of that?

So this is in response -- again, this document came out of the late '60s. A lot of the turmoil that surrounded the lawsuit was based on race. So Section 5 says the Hartford Police Department has adopted a racial epithet bulletin, Trigger Words, June 1969, containing, in part, the following provisions, and it says that officers will be courteous, civil and respectful to their superiors, associates, and other persons, whether on and off duty. They should be quiet, orderly and attentive, shall exercise patience and discretion, and then it goes down into officers shall refrain from harsh, violent, coarse, profane, sarcastic, or insolent language, and it goes on to use, ...avoid creating unpleasant situations or, when speaking to a group, shall avoid use of derogatory terms or those terms that might be interpreted as derogatory, and then it goes on to list derogatory

1 words or what they refer to as trigger words. 2 Has that agreement or requirement, to your knowledge, has that been rescinded or otherwise replaced 3 by virtue of the settlement agreement or any other action 4 5 going on in litigation? No. Both of the 1973 and the 2010 stipulated 6 7 agreement are enforceable and in place. 8 Q With respect to the fact that this was revisited 9 in 2010 from a 1973 agreement, is there still active oversight of the Hartford Police Department with respect 10 to its obligations under Citron? 11 12 A Yes. 13 That oversight, is that coming from the 14 plaintiffs or their representatives? Yes, the plaintiffs and their representatives, 15 A along with the federal magistrate, Magistrate Margolis out 16 of New Haven. 17 18 Q The federal court has retained jurisdiction over 19 this matter to kind of monitor and ensure compliance? 20 A Correct. So this isn't a dead case from 1973? 21 0 22 A No. 23 Now, the last section, the couple orders you referenced, are these orders still in force, to your 24 25 knowledge?

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          A
               Yes.
                    MR. SHEA: I don't have further
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          questions. Can I have one minute?
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             (Off the record: 3:17 p.m. to 3:19 p.m.)
                    MR. SHEA: The City has no further
 5
          questions at this time.
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 7
                    MR. SEGAR: Let me have five
 8
          minutes.
             (Off the record: 3:19 p.m. to 3:25 p.m.)
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11
                 CROSS-EXAMINATION
12
13
     BY MR. SEGAR:
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                Good morning, Chief, or afternoon. It's been a
15
     long day. I didn't glean this from your testimony prior,
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     but how long have you been with the Hartford Police
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     Department?
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              So would have been 22 years in June, and then I
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     separated and came back August 1.
              You left the agency for a period of time?
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              Yes. I retired on June 22 of this year and then
    was rehired as the assistant chief on August 1 of this
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23
    year. June 10 of this year would have been my --
    completed my 22nd year, sir.
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         Q
              All right. Thank you. Is there an educational
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1 background for the rank of assistant police chief? 2 I don't know. I don't think. I'm not sure. Α What is your educational background? 3 0 I have an associate's degree from Tunxis 4 A 5 Community College in criminal justice. I have a bachelor's degree from Alburtus Magnus College in business 6 7 management and a graduate certificate from the University 8 of Louisville in criminal justice administration. 9 The fair and impartial policing canned program 10 that you purchased, has that been used in any other jurisdictions around the country? 11 12 A Yes. I'd have to look and see which ones. It's 13 on their website. They have a list of all the 14 jurisdictions that do use it. 15 Q And the name of the company again, please? 16 A It's Fair and Impartial Policing, LLC. You had said that another officer in the 17 Q 18 department was trained in this train-the-trainer 19 program? 20 A Several. 21 Q Who are those officers? 22 A Nick Trigila; Billy Ray, William Ray; Lauren Cox; and as far as my recollection goes, I think that's 23 it, and myself. 24 25 Q City Exhibit 9 is the PowerPoint slides.

1 see that, Chief? 2 A Yes. Obviously there is a split in the program 3 between what I'm going to call Module 1 and Module 2; is 4 5 that accurate? A Yes. 6 Are these modules delivered at the same time? 7 Q They were not in this case, no. 8 A 9 What case is this? 10 When this was delivered to the department in 11 in-service, it was delivered in two sections. 12 Is Part 1 is prerequisite for Part 2? 13 I would say, yeah. I mean, it's -- so if you 14 see the -- I don't know if you can find it, because these things are numbered a little weird, but you'll see there 15 is a reflection of the previous module to begin Module 2, 16 but it's made to go from beginning to end. It's a 17 six-hour block. 18 You spoke quite well about the importance of 19 20 implicit biases and so forth and the importance of 21 transparency and image. Could you just reiterate or talk 22 to me a little bit more about restorative justice, 23 please? 24 So a restorative justice model as I've heard of 25 it, and, again, I've never seen it, is where an employee

or an individual that has had a negative impact on something is part of the rebuilding of that brand of that individual and then of the agency.

So if it were in this case, I guess is the

easiest example to give, it would be Detective Lanza's involvement in addressing more especially critics, and it would be -- my understanding of it, and, again, I've read about it, but I've never been a part of it, it would be sitting down in groups, small groups initially to, again, scratch the surface and show that a couple bad decisions doesn't necessarily, you know, tell you the whole story about a person. So it's to restore both the credibility of an individual and thus the agency that the individual represents.

- Q Has the Hartford Police Department used restorative justice models in internal discipline cases?
- A Not that I know of. Not that I'm aware of.
- Q You are a certified POSTC instructor in this subject area?
- 20 A Yes.

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- Q And others, I would suspect?
- 22 A Yes.
- Q Can training be used for remedial and corrective action purposes?
- 25 A Yes.

Page: 510

0 Through a restorative justice model or remedial 1 corrective training, can an officer's image be 2 rehabilitated? 3 4 A That's the idea of it, yeah, I think so. Like I said, I've never seen it in person, but that is the 5 concept. 6 7 Q Can an agency's image be rehabilitated? 8 A Absolutely. 9 Would you say that that was the purpose behind 10 the presidential task force in the first place, was to 11 rehabilitate the images of law enforcement agencies? 12 A I would. I would say that was the purpose of 13 the commission and that was the purpose of the president's 14 task force on 21st Century policing and the purposes of 15 concent decrees and oversight as a whole. How often have you instructed this module --16 these modules to in-service audiences at the Hartford 17 18 Police Department? Six times. So the first -- the way the 19 in-service training works is the department is essentially 20 broken down into thirds. So Module 1 would have been 21 22 three series of instructions to three different groups of 23 people, and then Module 2 would have been the same three series of instructions on Module 2 to three additional 24 25 groups.

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1
          0
               You had testified that you oversee the training
     function or training division within Hartford Police
 2
     Department; is that correct?
 3
 4
          A
               I do now, yes.
 5
                    MR. SEGAR: Does he have all the
          exhibits, John?
 6
 7
                    MR. SHEA: He does.
     BY MR. SEGAR:
 8
 9
          Q
               City 7, Chief.
10
               That would be C.
11
          Q
               It's a Training Trakker printout.
12
          A
               I got it.
               So the class that you would teach under this
13
14
     canned program would be indicated as Fair & Impartial
     Policing; is that correct?
15
16
               I would think so. I don't know what they put it
     down as on this Training Trakker, but I think it would be
17
18
     Fair & -- yes, I see it.
19
               And the reason I ask, do you have City Exhibit 8
     in front of you, sir?
20
21
          A
               Yes.
22
          Q
               Do you see that Area 413, fair & Impartial
     Policing Part 2? Do you see that, sir? City Exhibit 8 is
23
     the POSTC Review Training Credit form.
24
25
          A
               I got that. Where is it. Oh, yes, I do.
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1 Q So where on the Training Trakker would -- for Detective Lanza, where would the Part 1 be indicated? 2 I do not see -- well, so Fair & Impartial 3 4 Policing on his Training Trakker dated 2/23/16 is 5 Number 20 on Exhibit C-7, and that corresponds with the date here which is indicating the second module. I do not 6 see the first module. 7 But you --8 Q 9 Let me just see if it's in order by date. Yeah, I do not see the first one on here. 10 11 Q You don't recall when you would have instructed the first module in Detective Lanza's case? 12 No. I mean, it would have had to have been in 13 A mid 2015 because we were not -- we didn't get the 14 train-the-trainer program until 2015. So if you look back 15 to number 41, that would be as far back as it goes. I 16 17 don't recall when the first module would have been given, 18 no. 19 Do you see City Exhibit 8 in front of you? That's the Review Training Credit form. 20 21 A Yes. 22 It states, as does the Training Trakker, that you taught this class on 2/23/2016; is that correct? 23 A 24 Yes. 25 Q Did you?

10/10	Lanza Arbitration Page: 513
1	A Yes.
2	Q Where were you on February 23, 2016?
3	A I don't know.
4	Q Were you in Louisville, Kentucky?
5	A I don't think so.
6	Q You said you have a graduate certificate in
7	criminal justice?
8	A I do.
9	Q Is it from the Southern Police Institute?
10	A It is.
11	Q What were your attendance at the Southern Police
12	Institute for that graduate certificate, dates to and
13	from?
14	A I'd have to look it up. I don't know.
15	Q I would just advise you that any type of
16	reference to your phone, it's objected to review by me.
17	A You don't want me to look at my calendar?
18	Q I'm asking you where were you.
19	A From my recollection I don't know.
20	Q When did you attend roughly the Southern Police
21	Institute?
22	A Again, without referencing my calendar, I do not
23	know.
24	Q How long is the training program at the Southern
25	Police Institute?

10/1	rage. 512
1	A Approximately, three months.
2	Q Do you know your class number?
3	A Don't recall.
4	Q Was it the 135th administrative officer's
5	course?
6	A It may be. I'm not sure what the number is.
7	Q And you graduated May 12, 2016?
8	A Again, I'd have to look at the dates.
9	Q Would you identify that document, please?
10	A Time cards, my time cards.
11	Q For that period of time; is that correct?
12	A Yes.
13	Q Do you have any reason to believe that these
14	time cards kept by the city are improper or have any type
15	of errors?
16	A No.
17	MR. SEGAR: Union I don't know
18	what we're up to.
19	ARBITRATOR NEUMEIER: We're up to
20	12.
21	MR. SEGAR: U-12 please.
22	MR. SHEA: What's the purpose of the
23	offer?
24	MR. SEGAR: He's not there. He
25	doesn't give this class.

	G-19 (1994) 1994 (
1	MR. SHEA: You don't
2	MR. SEGAR: He's in Louisville,
3	Kentucky at the Southern Police Institute.
4	MR. SHEA: No. He's at 223
5	training.
6	MR. SEGAR: No. He's in Louisville,
7	Kentucky.
8	MR. SHEA: This document doesn't
9	portend that.
10	MR. SEGAR: I'm putting it out there
11	that these are his records for that period of
12	time.
13	MR. SHEA: All right. I think we're
14	getting a little far outside the scope of
15	direct. I didn't put him on that he trained
16	Lanza. It was Riccitelli that testified he
17	received the training.
18	MR. SEGAR: City Exhibit 8
19	identified the Fair & Impartial Policing
20	Part 2.
21	MR. SHEA: And I did not explore
22	Exhibit 8 with the witness. I explored the
23	PowerPoint. I did not ask him whether he ever
24	taught Detective Lanza this. It's well
25	outside the scope of direct.

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1
                     MR. SEGAR: It's outside the scope
          of direct from the point of view that you did
 2
          not go to Exhibit 8. However, Exhibit 8 is
 3
 4
          the evidence of the training that he
 5
          delivered.
 6
                    MR. SHEA: But I didn't question him
 7
          on it.
 8
                    ARBITRATOR NEUMEIER: I'm going to
 9
          allow the questioning. Go ahead.
10
                     (Union Exhibit 12 admitted; Time
11
          sheet, Thody.)
     BY MR. SEGAR:
12
13
               If you want to check your records, Chief Thody,
14
     as to where you were on February 23, 2016, feel free.
15
          A
               No, that's fine. If the time card indicates I'm
     out of state in training, I was probably in Kentucky for
16
     the 23rd.
17
18
          Q
               Do you see City Exhibit 8 in front of you,
19
     sir?
20
          A
               Yes.
21
               Is that your signature?
          Q
22
          A
               Yes.
23
               Is that your POSTC I.D. number?
24
          A
               I do not see it. I don't know, but I would
25
     assume, yes.
```

	Lager of the
1	Q Did you teach this class on February 23, 2016?
2	A I would say no. If I'm in Kentucky, no.
3	Q It's your signature on the form?
4	A Yes.
5	Q Did you sign the form?
6	A That is definitely my signature. That is not my
7	handwriting for the date, but that is my signature.
8	MR. SEGAR: Madame Arbitrator, I
9	need a second.
10	(Off the record: 3:44 p.m. to 3:46 p.m.)
11	BY MR. SEGAR:
12	Q Chief Thody, the Southern Police Institute is a
13	graduate level program?
14	A Yes.
15	Q When did you obtain your four-year degree?
16	A I finished my religion elective in I think
17	May.
18	Q Of what year?
19	A Of '18.
20	Q So you did not have a four-year degree at the
21	time you attended the Southern Police Institute?
22	A Correct.
23	Q Was a four-year degree a prerequisite for that
24	program?
25	A It was not.

1		Lanza / Wolfington
	1	Q Did you receive a waiver?
	2	A Specifically, what do you mean by waiver?
	3	Q Did you tell them you did not have a four-year
	4	degree? Graduate certificates typically mean you've
	5	graduated from an accredited four-year school.
	6	A Yes. So as part of the application process, you
	7	have to send them your transcripts. I sent them the
	8	transcripts. I had because it's I fulfilled all of
	9	the requirements for a bachelor degree, but because
	10	Alburtus Magnus is a religious school, it required a
	11	religion elective. The University of Louisville accepted
	12	the transcript and admitted me into the graduate program.
	13	Q You supervise the training function, correct?
	14	A I do now, yes.
	15	Q Does POSTC audit training records for in-service
	16	training?
	17	A I would imagine they do, yes.
	18	Q How would POSTC feel about seeing your signature
	19	on City 8?
	20	MR. SHEA: Calls for speculation.
	21	BY MR. SEGAR:
	22	Q In your opinion, how would POSTC feel seeing
	23	your signature on City Exhibit 8?
	24	MR. SHEA: Calls for speculation.
	25	Again, there's been no factual background as

1 to how his signature got on City Exhibit 8. MR. SEGAR: He testified it's his 2 signature. 3 4 MR. SHEA: He didn't necessarily 5 testify he signed it. BY MR. SEGAR: 6 7 Did you sign that form? It's hard to tell because that is my signature. 8 A 9 What I have seen -- what my assumption is that happened 10 here is that when you do the first of the three training 11 sessions, because it's the same content, I'll sign the 12 POSTC form, and they'll copy that. Because the date is 13 handwritten not in my handwriting, that would be my guess 14 as to what happened here. The training curriculum was given likely by one of the people I mentioned earlier that 15 16 was certified to teach Fair & Impartial Policing through 17 the train-the-trainer program. I don't know why they 18 would transpose my signature onto this one and not have 19 someone who was there sign it. That is something that I will look into. 20 21 You testified that you taught on six occasions Q 22 Module 1, Module 2 for the third, Module 1 and Module 2 23 for the second third and Module 1 and Module 2 for the third third; is that correct? 24 25 A That is the instruction, yes.

1 Q And you testified you taught it six times? Well, it's pretty evident here I was mistaken 2 because I was in Louisville for this date. So one of the 3 other officers must have taught that program on that date. 4 5 Q At the Southern Police Institute, it's a 12-week program; is that correct? 6 7 I believe so, yes. 8 0 Do you receive a break in the middle of the 9 program in about the sixth week? 10 Α Halfway through, yes. 11 Q And you didn't travel home? Α I did. 12 13 No, at any time prior to that break? Q 14 A I also traveled home one other time prior to 15 that break. 16 Do you know when that was? Q I do not recall. I had to come home because my 17 A 18 dog had cancer and had to have surgery. So I flew home on Friday and flew back on Sunday. I don't remember the 19 exact date of that, though -- the exact dates of that, 20 though. 21 Would you consider truthfulness and honesty a 22 0 23 pillar in legitimacy of a law enforcement agency? Α 24 Yes. 25 MR. SEGAR: One more second.

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1
             (Off the record: 3:51 p.m. to 3:52 p.m.)
                    MR. SEGAR: I have no other
 2
          questions.
 3
 4
                    ARBITRATOR NEUMEIER: Do you have
 5
          anything else?
 6
 7
               REDIRECT EXAMINATION
 8
 9
     BY MR. SHEA:
10
               Just a couple of follow-up, if I can. With
     respect to the city Exhibit 8, obviously if you were out
11
     of state, you could not have signed this, correct?
12
13
               I wouldn't have signed that document, no, but
14
     That is my signature, yes.
15
               You mean that represents your signature and
          Q
16
     could be a photocopy of your signature from another
     form?
17
18
         A
              So all of these are photocopied. I don't sign
19
    personally. When you go and teach at the academy, you
     don't personally sign 150 POSTC forms. They take your
20
21
     signature, which in this particular Exhibit C-8, as you'll
    see, Section 413, Fair & Impartial Policing Part 2 is
22
23
    actually typed in. So my assertion -- my assumption here,
    and, again, I'd have to look into this and I will because
24
25
    on its face this isn't a practice that seems right, what
```

1 was probably done is that I signed the first -- for the first class that I taught, and they photocopied that for 2 the next two classes. So even though that is -- so that 3 is definitely a photocopy of my signature and not the 4 5 original. That would be how I would imagine that would occur. Now, because I was out of state, like I said, in 6 all likelihood one of the other instructors taught this 7 same -- we all have the same PowerPoint. 8 9 And, likewise, you could not, because you were out of state, have actually signed this? 10 11 A Correct. I was already out of state, it 12 appears, for a week. And now that I'm looking at this, I 13 do recall traveling on Valentine's Day, which was the Sunday of 2/14, which was the week before. So that would 14 15 have been my first travel day to get down to Kentucky, because I remember it falling on Valentine's Day and I 16 have a girlfriend. 17 18 Q So it would be your best conclusion that it was 19 the actions of someone else in applying your photocopied 20 signature to this? Yes. I did not do that. 21 And if you look at the bottom of that City 22 Q 23 Exhibit 8, do you see a signature, Officer receiving training? 24 A 25 Yes.

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1 Q Who would normally sign that? The officer that was trained, so the officer 2 that received the training that's shown above. 3 And that's dated 2/23/16, correct? 4 0 5 A Yes. Now, do you know if they -- do they take a 6 photocopy of the officer receiving training signature and 7 stamp it on all his training? 8 9 A The actual officer signs it at the end of 10 the day. 11 0 So he here as testified -- this is 7734. And 12 if that is, in fact, Lanza, he has signed off, I have 13 read the contents of this form and attest that the 14 information provided is true and accurate. So has he just signed off attesting that you provided training you didn't 15 provide? 16 17 A Yeah, I would say that. I mean, I think he's --18 in my opinion, his intent there would be --I got the training? 19 Q 20 -- that I got the training. A 21 But if we're going to go with the letter of the 0 22 law, has he, in fact, signed off that you provided 23 training you did not provide? Α 24 Yes. 25 MR. SHEA: No further questions.

1	
2	RECROSS-EXAMINATION
3	
4	BY MR. SEGAR:
5	Q Would these errors on this form constitute a
6	false entry into a departmental report?
7	A It would depend on the circumstances, but it
8	could constitute negligent false entry. If someone had
9	some intent to deceive here like I said, I think this
10	was likely a matter of them photocopying the POSTC forms
11	for all of the training given, and then I wasn't there to
12	give that session, but, again, that would have to be
13	looked into. That's speculation on my part.
14	Q Who is going to conduct this looking into?
15	A I would have
16	MR. SHEA: Wait. That's not a
17	question relevant to this proceeding.
18	MR. SEGAR: He just brought it up,
19	John. I'm not a ventriloquist. He's talking
20	about it.
21	MR. SHEA: I'll object as to
22	relevance. There's no requirement that the
23	witness perform I mean
24	MR. SEGAR: He could say he doesn't
25	know.

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	Lanza / Waltation 1 age. 525
1	MR. SHEA: But
2	ARBITRATOR NEUMEIER: Are you asking
3	what the practice is?
4	MR. SEGAR: Yes.
5	ARBITRATOR NEUMEIER: Okay. Go
6	ahead.
7	BY MR. SEGAR:
8	Q Who would conduct this inquiry?
9	A Well, since I'm the one that have now discovered
10	it, I would go back and find out what happened on this
11	document. That would be the practice.
12	MR. SEGAR: Nothing further.
13	MR. SHEA: No further questions.
14	ARBITRATOR NEUMEIER: Thank you very
15	much.
16	THE WITNESS: Thank you.
17	(Off the record discussion.)
18	MR. SHEA: The City will rest its
19	case in chief, reserves the right for rebuttal
20	witnesses. And obviously we have I assume
21	you'll call him to get in one of them has
22	been marked for I.D.
23	MR. SEGAR: Who?
24	MR. SHEA: The lieutenant.
25	MR. SEGAR: Unless you want to

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1
          stipulate to it.
 2
                    MR. SHEA: I probably will. I just
          want to make sure they're the right ones.
 3
                    ARBITRATOR NEUMEIER: So you will
 4
          double-check.
 5
                    MR. SHEA: Yes, because I don't have
 6
          any independent knowledge of that.
 7
                    ARBITRATOR NEUMEIER: All right. So
 8
          I'll see you Thursday morning.
 9
                   (Hearing adjourned: 4:01 p.m.)
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
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- 1		
	1	A Yes.
	2	MR. SHEA: I don't have further
	3	questions. Can I have one minute?
	4	(Off the record: 3:17 p.m. to 3:19 p.m.)
	5	MR. SHEA: The City has no further
	6	questions at this time.
	7	MR. SEGAR: Let me have five
	8	minutes.
	9	(Off the record: 3:19 p.m. to 3:25 p.m.)
	10	
	11	CROSS-EXAMINATION
	12	
	13	BY MR. SEGAR:
	14	Q Good morning, Chief, or afternoon. It's been a
	15	long day. I didn't glean this from your testimony prior,
	16	but how long have you been with the Hartford Police
	17	Department?
	18	A So would have been 22 years in June, and then I
	19	separated and came back August 1.
	20	Q You left the agency for a period of time?
	21	A Yes. I retired on June 22 of this year and then
	22	was rehired as the assistant chief on August 1 of this
	23	year. June 10 of this year would have been my
1000	24	completed my 22nd year, sir.
	25	Q All right. Thank you. Is there an educational

background for the rank of assistant police chief? 1 I don't know. I don't think. I'm not sure. 2 What is your educational background? 3 4 A I have an associate's degree from Tunxis 5 Community College in criminal justice. I have a bachelor's degree from Alburtus Magnus College in business 6 7 management and a graduate certificate from the University of Louisville in criminal justice administration. 8 9 The fair and impartial policing canned program 10 that you purchased, has that been used in any other jurisdictions around the country? 11 12 Α I'd have to look and see which ones. 13 on their website. They have a list of all the 14 jurisdictions that do use it. 15 Q And the name of the company again, please? It's Fair and Impartial Policing, LLC. 16 A You had said that another officer in the 17 Q 18 department was trained in this train-the-trainer 19 program? A Several. 20 Who are those officers? 21 O 22 A Nick Trigila; Billy Ray, William Ray; Lauren 23 Cox; and as far as my recollection goes, I think that's it, and myself. 24 25 Q City Exhibit 9 is the PowerPoint slides.

1 see that, Chief? 2 A Yes. 3 0 Obviously there is a split in the program 4 between what I'm going to call Module 1 and Module 2; is that accurate? 5 6 Yes. Are these modules delivered at the same time? 7 Q 8 Α They were not in this case, no. 9 What case is this? 10 When this was delivered to the department in A 11 in-service, it was delivered in two sections. Is Part 1 is prerequisite for Part 2? 12 13 I would say, yeah. I mean, it's -- so if you see the -- I don't know if you can find it, because these 14 things are numbered a little weird, but you'll see there 15 is a reflection of the previous module to begin Module 2, 16 17 but it's made to go from beginning to end. It's a 18 six-hour block. You spoke guite well about the importance of 19 implicit biases and so forth and the importance of 2.0 21 transparency and image. Could you just reiterate or talk to me a little bit more about restorative justice, 22 23 please? So a restorative justice model as I've heard of 24 A 25 it, and, again, I've never seen it, is where an employee or an individual that has had a negative impact on something is part of the rebuilding of that brand of that individual and then of the agency.

so if it were in this case, I guess is the easiest example to give, it would be Detective Lanza's involvement in addressing more especially critics, and it would be -- my understanding of it, and, again, I've read about it, but I've never been a part of it, it would be sitting down in groups, small groups initially to, again, scratch the surface and show that a couple bad decisions doesn't necessarily, you know, tell you the whole story about a person. So it's to restore both the credibility of an individual and thus the agency that the individual represents.

- Q Has the Hartford Police Department used restorative justice models in internal discipline cases?
 - A Not that I know of. Not that I'm aware of.
- Q You are a certified POSTC instructor in this subject area?
- 20 A Yes.

1

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4

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6

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11

12

13

14

15

16

17

- 21 Q And others, I would suspect?
- 22 A Yes.
- Q Can training be used for remedial and corrective action purposes?
- 25 A Yes.

Through a restorative justice model or remedial 1 0 corrective training, can an officer's image be 2 rehabilitated? 3 4 A That's the idea of it, yeah, I think so. Like I said, I've never seen it in person, but that is the 5 concept. 6 7 Can an agency's image be rehabilitated? Q 8 A Absolutely. 9 Would you say that that was the purpose behind 10 the presidential task force in the first place, was to 11 rehabilitate the images of law enforcement agencies? Α I would. I would say that was the purpose of 12 13 the commission and that was the purpose of the president's task force on 21st Century policing and the purposes of 14 concent decrees and oversight as a whole. 15 How often have you instructed this module --16 these modules to in-service audiences at the Hartford 17 18 Police Department? Six times. So the first -- the way the 19 in-service training works is the department is essentially 20 broken down into thirds. So Module 1 would have been 21 22 three series of instructions to three different groups of people, and then Module 2 would have been the same three 23 series of instructions on Module 2 to three additional 24 25 groups.

```
1
          Q
               You had testified that you oversee the training
     function or training division within Hartford Police
 2
 3
     Department; is that correct?
 4
          A
               I do now, yes.
 5
                    MR. SEGAR: Does he have all the
          exhibits, John?
 6
 7
                    MR. SHEA: He does.
     BY MR. SEGAR:
 8
 9
          Q
              City 7, Chief.
10
          A
               That would be C.
11
          Q
              It's a Training Trakker printout.
12
          Α
               I got it.
13
               So the class that you would teach under this
14
     canned program would be indicated as Fair & Impartial
15
     Policing; is that correct?
               I would think so. I don't know what they put it
16
17
     down as on this Training Trakker, but I think it would be
18
     Fair & -- yes, I see it.
19
               And the reason I ask, do you have City Exhibit 8
     in front of you, sir?
20
21
          A
               Yes.
22
               Do you see that Area 413, fair & Impartial
          O
23
     Policing Part 2? Do you see that, sir? City Exhibit 8 is
     the POSTC Review Training Credit form.
24
25
          A
               I got that. Where is it. Oh, yes, I do.
```

1	Q So where on the Training Trakker would for
2	Detective Lanza, where would the Part 1 be indicated?
3	
4	Policing on his Training Trakker dated 2/23/16 is
5	Number 20 on Exhibit C-7, and that corresponds with the
6	date here which is indicating the second module. I do not
7	see the first module.
8	Q But you
9	A Let me just see if it's in order by date. Yeah,
10	I do not see the first one on here.
11	Q You don't recall when you would have instructed
12	the first module in Detective Lanza's case?
13	A No. I mean, it would have had to have been in
14	mid 2015 because we were not we didn't get the
15	train-the-trainer program until 2015. So if you look back
16	to number 41, that would be as far back as it goes. I
17	don't recall when the first module would have been given,
18	no.
19	Q Do you see City Exhibit 8 in front of you?
20	That's the Review Training Credit form.
21	A Yes.
22	Q It states, as does the Training Trakker, that
23	you taught this class on 2/23/2016; is that correct?
24	A Yes.
25	Q Did you?

10/16/2018		Lanza Arbitration	Page: 513
1	A	Yes.	
2	Q	Where were you on February 23, 2016?	
3	А	I don't know.	
4	Q	Were you in Louisville, Kentucky?	
5	А	I don't think so.	
6	Q	You said you have a graduate certificate in	ı
7	criminal	justice?	
8	A	I do.	
9	Q	Is it from the Southern Police Institute?	
10	A	It is.	
11	Q	What were your attendance at the Southern I	Police
12	Institute	e for that graduate certificate, dates to and	d
13	from?		
14	A	I'd have to look it up. I don't know.	
15	Q	I would just advise you that any type of	
16	reference	to your phone, it's objected to review by m	ne.
17	А	You don't want me to look at my calendar?	
18	Q	I'm asking you where were you.	
19	A	From my recollection I don't know.	
20	Q	When did you attend roughly the Southern Po	olice
21	Institute	?	
22	А	Again, without referencing my calendar, I d	lo not
23	know.		
24	Q	How long is the training program at the Sou	ıthern
25	Police In	stitute?	

	241124 7 (251144161) 1 4 4 5 6 7 1
1	A Approximately, three months.
2	Q Do you know your class number?
3	A Don't recall.
4	Q Was it the 135th administrative officer's
5	course?
6	A It may be. I'm not sure what the number is.
7	Q And you graduated May 12, 2016?
8	A Again, I'd have to look at the dates.
9	Q Would you identify that document, please?
10	A Time cards, my time cards.
11	Q For that period of time; is that correct?
12	A Yes.
13	Q Do you have any reason to believe that these
14	time cards kept by the city are improper or have any type
15	of errors?
16	A No.
17	MR. SEGAR: Union I don't know
18	what we're up to.
19	ARBITRATOR NEUMEIER: We're up to
20	12.
21	MR. SEGAR: U-12 please.
22	MR. SHEA: What's the purpose of the
23	offer?
24	MR. SEGAR: He's not there. He
25	doesn't give this class.

1	MR. SHEA: You don't
2	MR. SEGAR: He's in Louisville,
3	Kentucky at the Southern Police Institute.
4	MR. SHEA: No. He's at 223
5	training.
6	MR. SEGAR: No. He's in Louisville,
7	Kentucky.
8	MR. SHEA: This document doesn't
9	portend that.
10	MR. SEGAR: I'm putting it out there
11	that these are his records for that period of
12	time.
13	MR. SHEA: All right. I think we're
14	getting a little far outside the scope of
15	direct. I didn't put him on that he trained
16	Lanza. It was Riccitelli that testified he
17	received the training.
18	MR. SEGAR: City Exhibit 8
19	identified the Fair & Impartial Policing
20	Part 2.
21	MR. SHEA: And I did not explore
22	Exhibit 8 with the witness. I explored the
23	PowerPoint. I did not ask him whether he ever
24	taught Detective Lanza this. It's well
25	outside the scope of direct.

MR. SEGAR: It's outside the scope 1 of direct from the point of view that you did 2 not go to Exhibit 8. However, Exhibit 8 is 3 4 the evidence of the training that he delivered. 5 MR. SHEA: But I didn't question him 6 7 on it. 8 ARBITRATOR NEUMEIER: I'm going to 9 allow the questioning. Go ahead. 10 (Union Exhibit 12 admitted; Time 11 sheet, Thody.) 12 BY MR. SEGAR: 13 If you want to check your records, Chief Thody, as to where you were on February 23, 2016, feel free. 14 15 A No, that's fine. If the time card indicates I'm out of state in training, I was probably in Kentucky for 16 the 23rd. 17 18 Q Do you see City Exhibit 8 in front of you, sir? 19 20 A Yes. Is that your signature? 21 Q 22 A Yes. Is that your POSTC I.D. number? 23 I do not see it. I don't know, but I would 24 A 25 assume, yes.

		Tage. of
	1	Q Did you teach this class on February 23, 2016?
	2	A I would say no. If I'm in Kentucky, no.
	3	Q It's your signature on the form?
	4	A Yes.
	5	Q Did you sign the form?
	6	A That is definitely my signature. That is not my
	7	handwriting for the date, but that is my signature.
	8	MR. SEGAR: Madame Arbitrator, I
	9	need a second.
	10	(Off the record: 3:44 p.m. to 3:46 p.m.)
	11	BY MR. SEGAR:
	12	Q Chief Thody, the Southern Police Institute is a
	13	graduate level program?
	14	A Yes.
	15	Q When did you obtain your four-year degree?
	16	A I finished my religion elective in I think
	17	May.
	18	Q Of what year?
	19	A Of '18.
	20	Q So you did not have a four-year degree at the
5 55	21	time you attended the Southern Police Institute?
2000	22	A Correct.
3649	23	Q Was a four-year degree a prerequisite for that
	24	program?
200	25	A It was not.
	- 1	

1	Q Did you receive a waiver?
2	A Specifically, what do you mean by waiver?
3	Q Did you tell them you did not have a four-year
4	degree? Graduate certificates typically mean you've
5	graduated from an accredited four-year school.
6	A Yes. So as part of the application process, you
7	have to send them your transcripts. I sent them the
8	transcripts. I had because it's I fulfilled all of
9	the requirements for a bachelor degree, but because
10	Alburtus Magnus is a religious school, it required a
11	religion elective. The University of Louisville accepted
12	the transcript and admitted me into the graduate program.
13	Q You supervise the training function, correct?
14	A I do now, yes.
15	Q Does POSTC audit training records for in-service
16	training?
17	A I would imagine they do, yes.
18	Q How would POSTC feel about seeing your signature
19	on City 8?
20	MR. SHEA: Calls for speculation.
21	BY MR. SEGAR:
22	Q In your opinion, how would POSTC feel seeing
23	your signature on City Exhibit 8?
24	MR. SHEA: Calls for speculation.
25	Again, there's been no factual background as

1 to how his signature got on City Exhibit 8. MR. SEGAR: He testified it's his 2 signature. 3 4 MR. SHEA: He didn't necessarily 5 testify he signed it. BY MR. SEGAR: 6 7 Did you sign that form? It's hard to tell because that is my signature. 8 A What I have seen -- what my assumption is that happened 9 10 here is that when you do the first of the three training 11 sessions, because it's the same content, I'll sign the 12 POSTC form, and they'll copy that. Because the date is handwritten not in my handwriting, that would be my guess 13 14 as to what happened here. The training curriculum was given likely by one of the people I mentioned earlier that 15 16 was certified to teach Fair & Impartial Policing through 17 the train-the-trainer program. I don't know why they would transpose my signature onto this one and not have 18 19 someone who was there sign it. That is something that I will look into. 20 You testified that you taught on six occasions 21 22 Module 1, Module 2 for the third, Module 1 and Module 2 for the second third and Module 1 and Module 2 for the 23 third third; is that correct? 24 25 A That is the instruction, yes.

1	Q And you testified you taught it six times?
2	A Well, it's pretty evident here I was mistaken
3	because I was in Louisville for this date. So one of the
4	other officers must have taught that program on that date.
5	Q At the Southern Police Institute, it's a 12-week
6	program; is that correct?
7	A I believe so, yes.
8	Q Do you receive a break in the middle of the
9	program in about the sixth week?
10	A Halfway through, yes.
11	Q And you didn't travel home?
12	A I did.
13	Q No, at any time prior to that break?
14	A I also traveled home one other time prior to
15	that break.
16	Q Do you know when that was?
17	A I do not recall. I had to come home because my
18	dog had cancer and had to have surgery. So I flew home on
19	Friday and flew back on Sunday. I don't remember the
20	exact date of that, though the exact dates of that,
21	though.
22	Q Would you consider truthfulness and honesty a
23	pillar in legitimacy of a law enforcement agency?
24	A Yes.
25	MR. SEGAR: One more second.

```
1
             (Off the record: 3:51 p.m. to 3:52 p.m.)
 2
                    MR. SEGAR: I have no other
          questions.
 3
 4
                    ARBITRATOR NEUMEIER: Do you have
 5
          anything else?
 6
 7
               REDIRECT EXAMINATION
 8
 9
     BY MR. SHEA:
               Just a couple of follow-up, if I can. With
10
11
     respect to the city Exhibit 8, obviously if you were out
     of state, you could not have signed this, correct?
12
13
               I wouldn't have signed that document, no, but
14
     That is my signature, yes.
15
          Q
               You mean that represents your signature and
     could be a photocopy of your signature from another
16
     form?
17
18
              So all of these are photocopied. I don't sign
          A
     personally. When you go and teach at the academy, you
19
    don't personally sign 150 POSTC forms. They take your
20
     signature, which in this particular Exhibit C-8, as you'll
21
22
     see, Section 413, Fair & Impartial Policing Part 2 is
    actually typed in. So my assertion -- my assumption here,
23
    and, again, I'd have to look into this and I will because
24
    on its face this isn't a practice that seems right, what
25
```

1 was probably done is that I signed the first -- for the 2 first class that I taught, and they photocopied that for the next two classes. So even though that is -- so that 3 is definitely a photocopy of my signature and not the 4 5 original. That would be how I would imagine that would 6 occur. Now, because I was out of state, like I said, in 7 all likelihood one of the other instructors taught this same -- we all have the same PowerPoint. 8 9 And, likewise, you could not, because you were out of state, have actually signed this? 10 11 A Correct. I was already out of state, it appears, for a week. And now that I'm looking at this, I 12 do recall traveling on Valentine's Day, which was the 13 14 Sunday of 2/14, which was the week before. So that would have been my first travel day to get down to Kentucky, 15 16 because I remember it falling on Valentine's Day and I 17 have a girlfriend. 18 So it would be your best conclusion that it was 19 the actions of someone else in applying your photocopied 20 signature to this? 21 A Yes. I did not do that. 22 And if you look at the bottom of that City 23 Exhibit 8, do you see a signature, Officer receiving training? 24 25 A Yes.

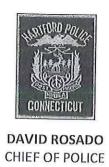
1	Q Who would normally sign that?
2	A The officer that was trained, so the officer
3	that received the training that's shown above.
4	Q And that's dated 2/23/16, correct?
5	A Yes.
6	Q Now, do you know if they do they take a
7	photocopy of the officer receiving training signature and
8	stamp it on all his training?
9	A No. The actual officer signs it at the end of
10	the day.
11	Q So he here as testified this is 7734. And
12	if that is, in fact, Lanza, he has signed off, I have
13	read the contents of this form and attest that the
14	information provided is true and accurate. So has he just
15	signed off attesting that you provided training you didn't
16	provide?
17	A Yeah, I would say that. I mean, I think he's
18	in my opinion, his intent there would be
19	Q I got the training?
20	A that I got the training.
21	Q But if we're going to go with the letter of the
22	law, has he, in fact, signed off that you provided
23	training you did not provide?
24	A Yes.
25	MR. SHEA: No further questions.





CITY OF HARTFORD

Hartford Police Department
Division of Professional Standards
Internal Affairs Unit



Case Number: I-File #2018-021

Internal Affairs Investigation - Notice to Personnel

November 5, 2018

Lieutenant Brian Bowsza #H48 City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Lieutenant Bowsza,

An Internal Affairs Investigation has been initiated in which you have been identified as a witness. This investigation concerns allegations that Assistant Chief Jason C. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Since you have been identified as a witness, an interview needs to be scheduled. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. Please contact me so that a date and time can be arranged to conduct the interview. I can be reached at **O-860-757-4315**.

Assistant Chief Rafael Medina III #L49

Assigned Investigator

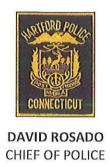
CC: I-File #2018-021

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CITY OF HARTFORD

Hartford Police Department Division of Professional Standards Internal Affairs Unit



Internal Affairs Investigation Interview of Department Employee (Witness)

Case Number:

I-File #2018-021

Employee:

LT Brian Bowsza #H48

Employee Number: 945324

Address:

Hartford Police Department

253 High Street Hartford, CT 06105

Position or Assignment: Chief of Staff

Date of Hire:

September 22, 2006

Work Telephone:

860-757-4487

Date of Interview:

November 21, 2018

Time of interview:

0906 Hours

Place of Interview:

Internal Affairs 253 High Street (IA Conference Room), Hartford, CT

Name of Interviewer:

Assistant Chief Rafael Medina III #L49

Assignment of Interviewer:

Chief of Operations

Names of Other Persons Present:

Lieutenant Kevin O'Brien #165, Commanding Officer of the Internal Affairs Unit

You are being interviewed as a WITNESS of an internal affairs (IA) investigation.

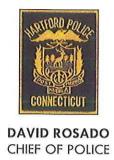
Since you are not the focus of the investigation, neither union representation nor an attorney needs to be present to represent you.

You are required to answer all questions pertaining to your actions, or knowledge obtained, while an employee of the Hartford Police Department. Failure to answer any question may subject you to departmental charges.

If at any time during this interview you feel that your answer might result in disciplinary action being taken against you, advise me and the interview will be suspended until union representation is obtained.



Hartford Police Department 253 High Street Hartford, Connecticut 06103 P: (860) 757-4000 www.hartford.gov/police



This investigation concerns:

allegations that Assistant Chief Jason T. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018.

At the conclusion of any interview with an EMPLOYEE, the investigator should ask:

- Do you have any questions?
- Do you have anything to add that may not have been covered during the interview but will assist us to answer each and every allegation?
- Are you aware of any other persons who might be witnesses to the incident?
- If you recall any specific facts relevant to the allegations after the interview is concluded, then you should contact the investigator and advise him/her of this new information.

At the conclusion of any interview with an *EMPLOYEE*, the investigator should inform the employee:

- Whatever transpired during the interview is confidential during the investigative process, and you should not inform others of what transpired.
- You should not contact anyone involved in the investigation regarding issues under investigation, particularly the complainant, any civilian witnesses or any other agency employee.

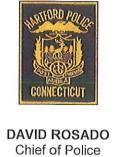
This concludes the interview and you are hereby ordered not to discuss this investigation with any other persons other than your Union or legal representation or an uninvolved peer support person, without prior approval of Labor Relations, as requested through your commanding officer.

Time of conclusion of the interview: 0957 Hours



HARTFORD POLICE DEPARTMENT

253 High Street
Hartford, Connecticut 06103
Telephone: (860) 757-4000
Fax: (860) 722-8270
www.hartford.gov



Internal Affairs Division

Garrity Interview Introduction IAD Case # 2018-021

Today's date is 11/21/18 and the time is _____ hours.

This interview is in reference to IAD Case # 2018-021.

Being interviewed is Lieutenant Brian Bowsza #H48.

LT Bowsza has declined to have a Union Representative present for the interview.

I, Assistant Chief Rafael Medina III #L49, Commanding Officer of Field Operations for the Hartford Police Department, am conducting this interview. Assisting me with this interview is Lieutenant Kevin O'Brien, Commanding Officer of the Internal Affairs Division.

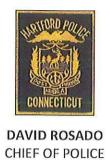
Lieutenant Bowsza, you are aware that this is an administrative interview and your **Garrity Rights** apply?

You are required to answer all of the Internal Affairs investigator's questions narrowly, directly and truthfully. If you refuse to answer the questions or fail to give truthful answers, you will be subject to disciplinary action up to and including dismissal. Do you understand these rights?

Under the **Weingarten Ruling**, you have the right to Union Representation which you (have I have not) chosen for this case. Is this correct?



Hartford Police Department Division of Professional Standards Internal Affairs Unit



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I lote	

November 21, 2018

I-File: #2018-021

Name of Employee:

LT Brian Bowsza #H48

I understand that I have a right to have a union representative present during this proceeding. After conferring with a union steward, I hereby (check one):

X

DO waive my right to have a union representative present

DO NOT waive my right to have a union representative present

Signature of Employee:

LT Brian Bowsza #H48

Date:

November 21, 2018

Time: 0909/15 Hours

Signature of Witness:

Assistant Chief Rafael Medina III #L49

Signature of Witness:

Lieutenant Kevin O'Brien #165

cc:

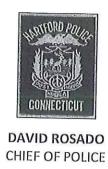
Employee

Labor Relations (original)

Employee Union



Hartford Police Department
Division of Professional Standards
Internal Affairs Unit



Case Number: I-File #2018-021

Internal Affairs Investigation - Notice to Personnel

November 21, 2018

Sergeant Jonathan Youens #H65 City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Sergeant Youens,

An Internal Affairs Investigation has been initiated in which you have been identified as a witness. This investigation concerns allegations that Assistant Chief Jason C. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Since you have been identified as a witness, an interview needs to be scheduled. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. Please contact me so that a date and time can be arranged to conduct the interview. I can be reached at O-860-757-4315.

Assistant Chief Rafael Medina III #L49

Assigned Investigator

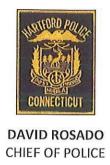
CC: I-File #2018-021

1/21/18/120

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Hartford Police Department Division of Professional Standards Internal Affairs Unit



Internal Affairs Investigation Interview of Department Employee (Witness)

Case Number:

I-File #2018-021

Employee:

SGT Jonathan Youens #H65

Employee Number: 945342

Address:

Hartford Police Department

253 High Street

Hartford, CT 06105

Position or

Assignment:

Training Sergeant, Hartford Police Department, Police Academy

Date of Hire:

September 22, 2006

Work Telephone:

860-757-4424

Date of Interview:

December 3, 2018

Time of interview:

0915 Hours

Place of Interview:

Internal Affairs, 253 High Street (IA Conference Room), Hartford, CT

Name of Interviewer:

Assistant Chief Rafael Medina III #L49

Assignment of

Interviewer:

Chief of Operations

Names of Other Persons Present: Lieutenant Kevin O'Brien #165, Commanding Officer of the Internal Affairs Unit

You are being interviewed as a WITNESS of an internal affairs (IA) investigation.

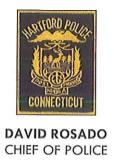
Since you are not the focus of the investigation, neither union representation nor an attorney needs to be present to represent you.

You are required to answer all questions pertaining to your actions, or knowledge obtained, while an employee of the Hartford Police Department. Failure to answer any question may subject you to departmental charges.

If at any time during this interview you feel that your answer might result in disciplinary action being taken against you, advise me and the interview will be suspended until union representation is obtained.



Hartford Police Department 253 High Street Hartford, Connecticut 06103 P: (860) 757-4000 www.hartford.gov/police



This investigation concerns:

allegations that Assistant Chief Jason T. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018.

At the conclusion of any interview with an EMPLOYEE, the investigator should ask:

- Do you have any questions?
- Do you have anything to add that may not have been covered during the interview but will assist us to answer each and every allegation?
- Are you aware of any other persons who might be witnesses to the incident?
- If you recall any specific facts relevant to the allegations after the interview is concluded, then you should contact the investigator and advise him/her of this new information.

At the conclusion of any interview with an EMPLOYEE, the investigator should inform the employee:

- Whatever transpired during the interview is confidential during the investigative process, and you should not inform others of what transpired.
- You should not contact anyone involved in the investigation regarding issues under investigation, particularly the complainant, any civilian witnesses or any other agency employee.

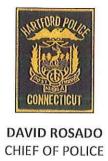
This concludes the interview and you are hereby ordered not to discuss this investigation with any other persons other than your Union or legal representation or an uninvolved peer support person, without prior approval of Labor Relations, as requested through your commanding officer.

Time of conclusion of the interview:

1000 Hours



Hartford Police Department Division of Professional Standards Internal Affairs Unit



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December 3, 2018

I-File: #2018-021

Name of Employee:

SGT Jonathan Youens #H65

I understand that I have a right to have a union representative present during this proceeding. After conferring with a union steward, I hereby (check one):

X	DO waive my right to have a union representative present									
	DO NOT waive my right to have a union representative present									
Signatur	e of Employee: SGT Jonathan Youens #H65									
Date:	November 29, 2018 Time: 0913 Hours									

Signature of Witness:

Signature of Witness:

Lieutenant Kevin O'Brien #165

Assistant Chief Rafael Medina III #L49

cc:

Employee

Labor Relations (original)

Employee Union



HARTFORD POLICE DEPARTMENT

253 High Street
Hartford, Connecticut 06103
Telephone: (860) 757-4000
Fax: (860) 722-8270
www.hartford.gov



DAVID ROSADO Chief of Police

Internal Affairs Division

Garrity Interview Introduction IAD Case # 2018-021

Today's date is 12/03/18 and the time is ______ hours.

This interview is in reference to IAD Case # 2018-021.

Being interviewed is Sergeant Jonathan Youens #H65.

SGT Youens has declined to have a Union Representative present for the interview.

I, Assistant Chief Rafael Medina III #L49, Commanding Officer of Field Operations for the Hartford Police Department, am conducting this interview. Assisting me with this interview is Lieutenant Kevin O'Brien, Commanding Officer of the Internal Affairs Division.

Sergeant Youens, you are aware that this is an administrative interview and your **Garrity Rights** apply?

You are required to answer all Internal Affairs investigator's questions narrowly, directly and truthfully. If you refuse to answer the questions or fail to give truthful answers, you will be subject to disciplinary action up to and including dismissal. Do you understand these rights?

Under the **Weingarten Ruling**, you have the right to Union Representation which you (have / have not) chosen for this case. Is this correct?







RECERTIFICATION REQUIRES 60 HOURS

OFFIC			DEPARTMENT:						POST ID#					
	(La	st)	(First)		(MI)									
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Firearn 9		pe Crisis 2	Domestic Violence 2		Human Relations 3		landling uveniles 1		ice and Law 7	Patro	ol edures 2	Gang Violence 1	Bigotry Bias Cr 1	imes
Electi	Elective Hours = 32. Maximum number of hours in any single area is 16, except in area 3 which is 24.													
	Firearms Qualification per GN 03-3. (Each 3-hour class will consist of one-hour classroom time and two hours of range for a total of 9 hours in the three-year period)													
	(Minimun	n passinç	g firearms	s qualif	fication	score:	= 80% of	a minir	mum 60	round	POST	C approved	course)	
		CUR	RRICULUN	VI ARE	AS (Spe	cific c	ertificatio	on area	as locate	ed on b	ack of	form)		
1		Justice S		4			an Relati			7		Supervision		
2	Police ar Practical	nd the La	w	5			inal Inve		ons	8 9		Managemen Executive	t	
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Area				Topic				Course hrs	e Course credit	Da	ite	** Instru	ctor Signat	ure
			5,3											
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Date

Officer Receiving Training Signature

Training Officer's Signature

Date







RECERTIFICATION REQUIRES 60 HOURS

OFFI	CER:	(Last)	(First)	(MI)	DEPARTME	NT: _I	HARTF	ORD	POST ID#	
		(2000)	(i mot)	8. 6						
Firearı	ms	Rape Crisis	Domestic Violence	Human Relations	NDATORY HO Handling Juveniles	Pol	28 ice and Law	Patrol Procedures	Gang Violence	Bigotry or Bias Crimes
()	2	2	3	1	110	7	2	1	1
Electi	Elective Hours = 32. Maximum number of hours in any single area is 16, except in area 3 which is 24.									
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	(Mini	imum passinç	g firearms qu	ualification s	core= 80% of	a mini	mum 6	0 round POS	ΓC approved co	ourse)
		CUR	RICULUM A	REAS (Spec	ific certification	on area	as locat	ted on back o	f form)	
1	Crim	ninal Justice S	System	4	Human Relati	ons		7	Supervision	
2		ce and the La	w		Criminal Inve		ons	8	Management	
3	Prac	tical Skills		6	Patrol Proced	ures		9	Executive	
						Course	Course			
Area		я		ppic		Course hrs	Course credit	Date	-**Instructe	or Signature
Area 413		& Impartial Po	licing			CHARLES HOLDEN		Date 11-05-15	Instructo	Ty.
		& Impartial Po	licing			hrs	credit			15/3
413	Crime	#### ##	licing s (Active Sh	nooter)		hrs 3	credit 3	11-05-15	11	Ty.
413 604	Crime	es in Progress	licing s (Active Sh	nooter)		hrs 3	3	11-05-15 11-05-15	11	15/3
413 604	Crime	es in Progress	licing s (Active Sh	nooter)		hrs 3	3	11-05-15 11-05-15	11	15/3
413 604	Crime	es in Progress	licing Active Sh (Active Sho	ooter)	tructor in eac	1.5	1.5 1.5	11-05-15 11-05-15 11-05-15	11	15/3
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"I have read the control of the Cont		st that the information provided is true and accurations ture and date)	'e."
TRANSMO OFFICER	DATE	OFFICER RECEIVING TRAINING	DATE
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Rev 7-12-2010





RECERTIFICATION REQUIRES 60 HOURS

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**I am a currently certified POSTC instructor in each of the instructional areas taught above

INSTRUCTOR NAME (PRINT)	INSTRUCTOR ID#	EXPIRATION DATE	
Captain Jason Thody Lieutenant Michael Manson Sergeant Michael Chauvin Sergeant Jonathan Youens Sergeant Michael Creter	#1546 #1813 #1988 #2989 #2753	08/31/18 1/31/16 4/30/17 08/31/18 12/31/16	3

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This form must be signed by both the officer receiving training and the departments training officer

"I have read the contents of this f	rm and attest that the information provided is true and accur (Signature and date)	ate."
Officer Todd Jediny 1992 TRANNIE OFFICER DA	E OFFICER RECEIVING TRAINING	DATE
POSTC-50		Rev 7-12-2010



(Last)

(First)

OFFICER:

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



POST ID#

RECERTIFICATION REQUIRES 60 HOURS

DEPARTMENT:

Firearms Rape Crisis Domestic Violence 2 Rape Crisis Domestic Violence 2 Relations Thuman Relations Juveniles The Law Procedures Violence 7 Patrol Procedures Violence 7 1	Bigotry or Bias Crimes 1
Elective Hours = 32. Maximum number of hours in any single area is 16, except in area 3 which is 24.	
Firearms Qualification per GN 03-3. (Each 3 hour class will consist of one hour classroom time on use o two hours of range for a total of 9 hours in the three year period)	
(Minimum passing firearms qualification score= 80% of a minimum 60 round POSTC approved co	
CURRICULUM AREAS (Specific certification areas located on back of form)	urse)
Criminal Justice System 4 Human Relations 7 Supervision Police and the Law 5 Criminal Investigations 8 Management Practical Skills 6 Patrol Procedures 9 Executive	
Area Topic Course Course hrs credit Date ** Instructor 413 Fair & Impartial Policing Part 2.	Signature DOT
304 Medical Response Technician 1.5 1.5 1/29/16 July 604 Crimes in Plagress 1.5 1.5 1/29/16 2 400	39
**I am a currently certified POSTC instructor in each of the instructional areas taught above	
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Captain Jason I hooly Selgeant John Yovens # 1546 # 2989 Solgeant Jeffer Mollisch This form must be maintained for each officer by the police department's training officer. It is documentation of review credit hours received. For audit purposes, a copy of this form must be provided when requested to the Police Officer Standards and Training Council. Standards and Training Council. This form must be signed by both the officer receiving training and the departments training and the departments training council.	ew training
Officer Todd Jediny E92 DATE OFFICER PROPERTY OF ANING OFFICER DATE OFFICER PROPERTY OF A PR	
Officer Todd Jediny Postc-50	'B .





RECERTIFICATION REQUIRES 60 HOURS

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		(Last)	(First)	(MI)					
Firea	rms 9	Rape Crisis	Domestic Violence 2	Human	ATORY HOUI Handling Juveniles 1	RS = 28 Police and the Law 7	Patrol Procedures 2	Gang Violence 1	Bigotry or Bias Crimes 1
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Area			Тој	ole .		urse Course hrs credit	Date	** Instructo	r Sianatura
413	Fair 8	Impartial Po	licing Part 2.		3	3	2/18/16	Mistracio No. 164	DOI-
304	Me	dicaL Ro	esponse	Technicia	1 /	5 1.5	3/18/16	THE	足-
604	Cli	Mes in	Plogles.	S		5 1,5 8	3/18/16	E9 43	989
			0	POSTC instruc	tor in each c	of the instruct	ional areas t	aught above	VIII VIII VIII VIII VIII VIII VIII VII
			R NAME (PRIN		INSTRU	CTOR ID#	/ EX	PIRATION DA	TE
Cap	Tain	Jason	Thody	·	# 159	16	8/31/	18	
Selg	t 917	John	Yovens		# 29	89	8/3/11	8	
Scr	1097	Jeffle	y Molli	507	#28	29	8/37/	17	
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Standa	rds and	l Training Cou	ıncil.				*		
Th	is for	n must be s	igned by bo	th the officer r	eceiving tr	aining and t	he departm	ents training	officer
Offi	cer To	"Thave read Jod dd Jediny E9	Afedin	f this form and att	test that the in ature and da	formation prov te)	ided is true and	d accurate."	
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Ol.	Rica	r. Ell le	elis	· · · · · · · · · · · · · · · · · · ·					

Officer Todd Jediny



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL **REVIEW TRAINING CREDIT REPORT**



RECERTIFICATION REQUIRES 60 HOURS

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Firear	ms	Rape Crisis	Domestic Violence	Human Relations	Handling Juveniles	Police and the Law	Patrol Procedures	Gang Violence	Bigotry or Bias Crimes	
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Elect	ive Hou	ırs = 32. Max	imum number	of hours in	any single are	ea is 16, except i	n area 3 which	i is 24.		
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	(Minimum passing firearms qualification score= 80% of a minimum 60 round POSTC approved course)									
	CURRICULUM AREAS (Specific certification areas located on back of form)									
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2		e and the Lav tical Skills	N		Criminal Inve Patrol Proce			Management Executive	:5	
J	1140	tiour oning			ration rioce	uules	9 1	-veenuse		
Area			Top	ic	×	Course Course hrs credit	Date ,	** Instructor	r Signature	
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304	Med	dicaL Re	sponse	Technic	191	1.5 1.5	3/23/16	THE	足-	
604	Clin	nes in	Plag125	5		1.5 1.5 .	3/23/16	20 40	784	
			0		tructor in eac	ch of the instruc		aught above		
		*								
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5019	191-1	Jason John	Thody		H 1.	546 989 829	8/3//	, 0		
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credit h	nours re	ceived. For a	udit purposes,	a copy of th	is form <u>must</u>	be provided whe	n requested to	the Police Offic	cer	
		Training Cou n must be si		h the offic	er receivino	y training and	the departm	ents training	officer	
Γ						e information pro				
		I have read			<i>a anest mat in</i> Ignature and		viaca is irne an	a accurate."		
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POSTC-50

Officer Todd Jediny







RECERTIFICATION REQUIRES 60 HOURS

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2 3		ce and the ctical Skills		ţ.	5 6		Crimina Patrol F			ons	9					
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	100	**I am a cu	ırren	tly certi	fied PO	STC inst	ructor	in each	of the	e instru	etion	al area	s ta	ught above		
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Standa	rds and	d Training (Counc	cii.								-		he Police Offi		
In	is tori											_		nts training	officer	
-	"Thave read the contents of this form and attest that the information provided is true and accurate." Officer Todd Jediny E92 / 2/23 // OFFICER RECEIVING TRAINING DATE TRAINING OFFICER DATE															
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OSTC-50		- a commy	-	Ti)				ā						Rev	7-12-2010	
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POST ID#

Firearms

9

Rape Crisis

Domestic

Violence

MANDATORY HOURS = 28 Handling

Juveniles

Police and the Law

Gang Patrol Procedures Violence Bigotry or Bias Crimes

1

Elective Hours = 32. Maximum number of hours in any single area is 16, except in area 3 which is 24.

Human

Relations

Firearms Qualification per GN 03-3. (Each 3 hour class will consist of one hour classroom time on use of force and two hours of range for a total of 9 hours in the three year period)

(Minimum passing firearms qualification score= 80% of a minimum 60 round POSTC approved course)

CURRICULUM AREAS (Specific certification areas located on back of form)

-1	Criminal Justice System	4.	Human Relations	7	Supervision
2	Police and the Law	5	Criminal Investigations	8	Management
3	Practical Skills	6	Patrol Procedures	9	Executive

Area	Topic	hrs	credit	Dațe ,	Instructor Signature
413	Fair & Impartial Policing	3	3	12/10/15	Janes .
604	Crimes in Progress (Active Shooter)	1.5	1.5	12/10/15	11-21-64/M 18-13
604a	Building Searches (Active Shooter)	1.5	1.5	12/10/15	1813

**I am a currently certified POSTC instructor in each of the instructional areas taught above

INSTRUCTOR NAME (PRINT)	INSTRUCTOR ID#	EXPIRATION DATE	
Captain Jason Thody Lieutenant Michael Manson Sergeant Michael Chauvin Sergeant Jonathan Youens Sergeant Michael Creter	#1546 #1813 #1988 #2989 #2753	08/31/18 1/31/16 4/30/17 08/31/18 12/31/16	*

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"I have read the contents	of this form and attest tha	t the information provided is	true and accurate."
Officer Sold federag	/ (Sighature a	and date	2 11/1-15
Officer Todd Jediny E92	12/10/13	461	1 12-101)
TRANCE OFFICER	DATE '	OFFICER RECEIVING	TRAINING DATE
POSTC-50		- 17	Rev 7-12-2010





FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFIC	ER: (Last)	(First)	(MI)	DEPARTI	TENT:	Hartford		POS	T ID#	
Firea	rms Qualificatio		"Each 3 h	our class I of 9 hou	will con	sist of o	one-hour cl rear period.	assroom	ı time a	and two
Mini	mum passing fire	earms qualificatio	on score= 8	30% (240/30	00) of a n	ninimum	60 round Po	OSTC app	roved	course
Area	x	Topi			Course hrs	Course credit	Date	** ln:	structor	· Signature
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	18				II .					
Handg	un Qualification S	core		Remedial	Training	Require	d: Yes		No	
Witnes ignat				(Only re	quired if	officer red	ceiving trainin	ıg is a Fire	arms In	structor)
	**I am a cu	rrently certified P	OSTC inst	ructor in e	ach of th	e instruc	ctional areas	taught a	bove	
	INSTRUCTO	R NAME (PRINT)	INS	TRUCTO	R ID#	EX	PIRATIO	N DATE	3
John	Szewczyk				2804			-		
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Trainip	Officer's Signature)	Date		Officer R	eceiving T	raining Signat	ture	Г	Date

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CRIMES MOTIVATED BY BIGOTRY AND BIAS

2017 UPDATE

SERGEANT JOHN SZEWCZYK

History of Federal Data Collection

- (28 U.S.C. 534) which required the Attorney General to collect April 23, 1990 Congress passed the Hate Crime Statistics Act data about crimes that are based on race, religion, sexual orientation, or ethnicity
- Law was amended in 1994 to include crimes that are based on persons with disabilities
- Became a permanent part of the FBI crime data collection in
- Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act of 2009 added gender and gender identity as separate categories in the collection of data (started in 2013)
- 14,997 participating agencies (2015)
- 25th Year Anniversary of the FBI reporting Hate Crime Statistics

COPY

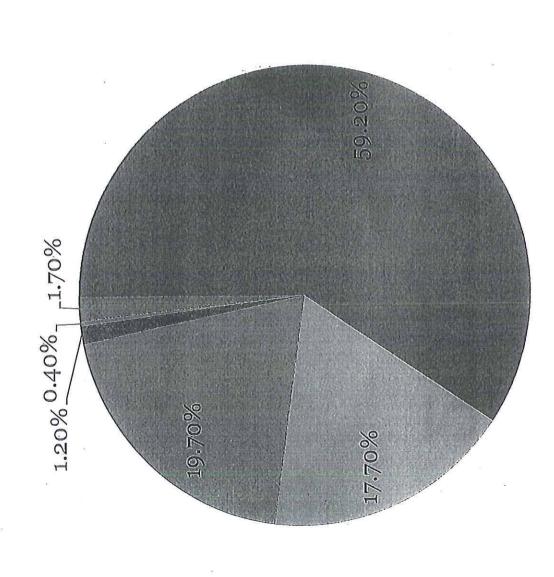
2015 Statistics

5,850 HATE CRIME INCIDENTS (6.8% INCREASE FROM 2014)

6,885 HATE CRIME OFFENSES (7.3% INCREASE FROM 2014)

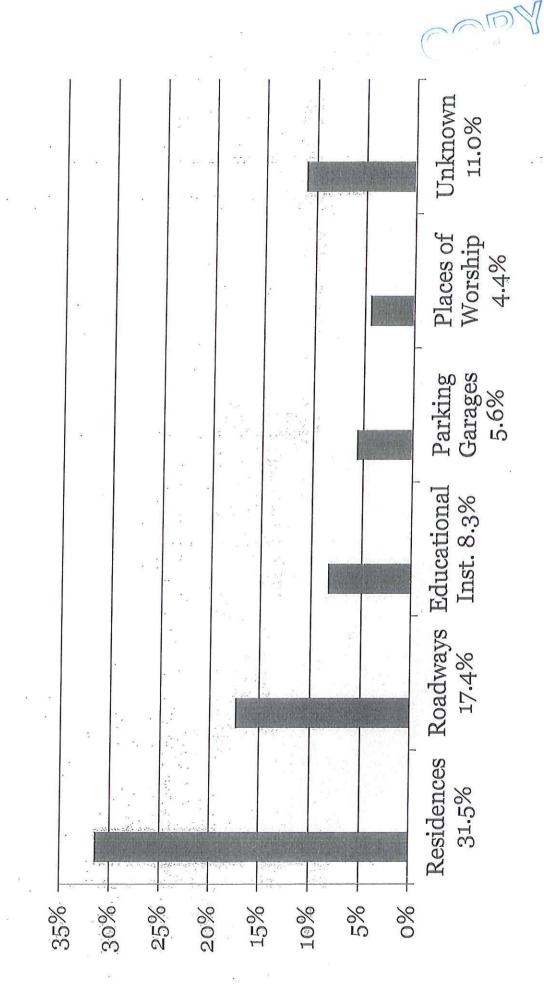
(4,482 INDIVIDUALS, 2,338 PROPERTIES, 65 SOCIETY)

2015 BIAS CRIME BREAKDOWN (5,818 Single-Bias Incidents)

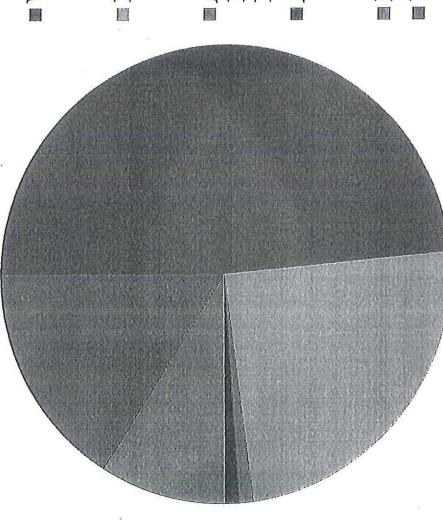


- Race/Ethnicity/Ancestry 59.2%
- Sexual Orientation 17.7%
- Religion 19.7%
- Disability 1.2%
- Gender 0.4%
- Gender Identity 1.7%

2015 COMMON LOCATION OF INCIDENTS



2015 KNOWN OFFENDERS



■ White 48.4%

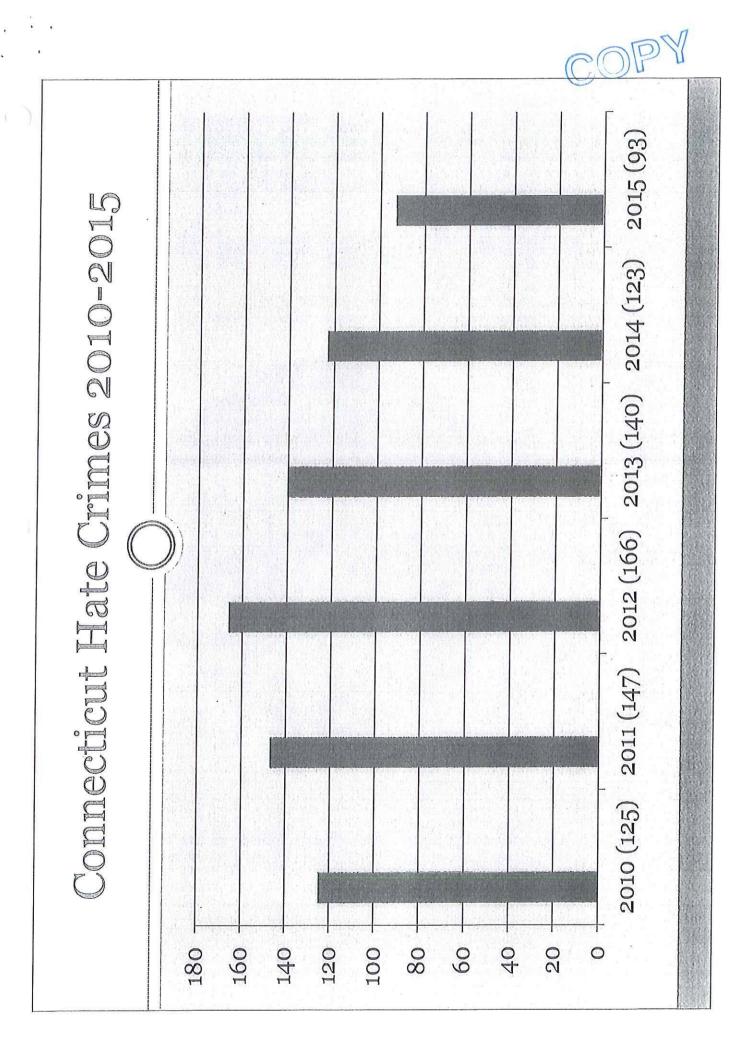
Black 24.3%

American Indian/Alaskan Native 1%

Asian 1%

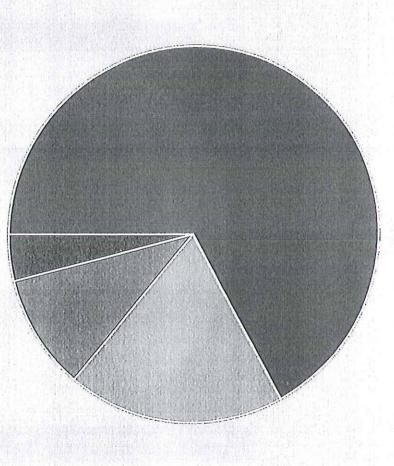
Multiple Races 9.1%

■ Unknown 16.2%



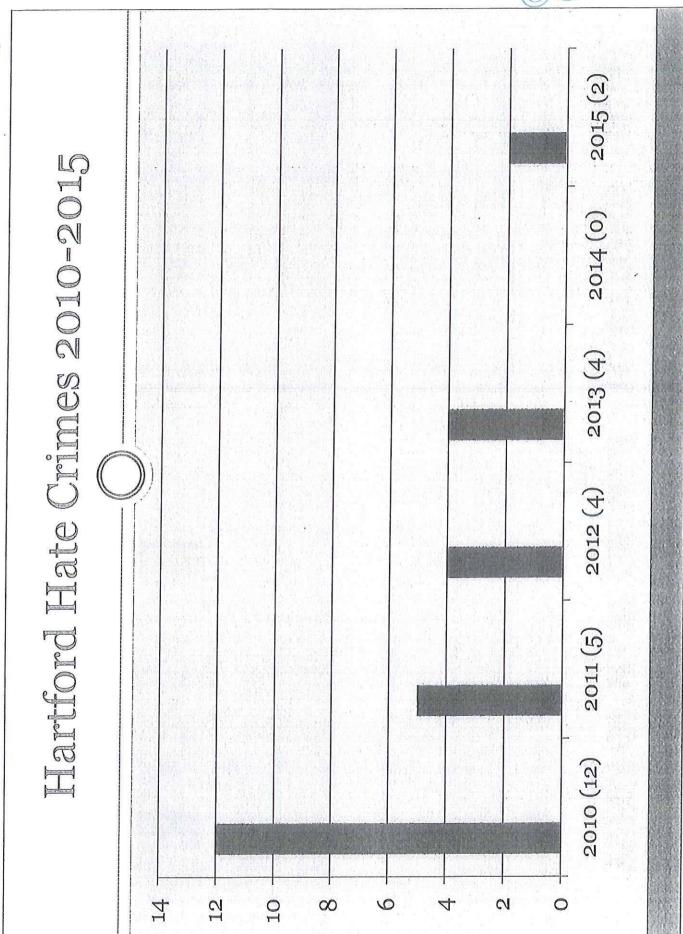
Connecticut (2015)

Bias Motivators



Race/Ethnicity/Ancestry (67%) Religion (19%) Sexual Orientation (10%) Disability (4%)

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TYPES OF HATE CRIMES - HARTFORD (2015) (O) FRANCO Pentos (O) troughtest Day Sop 0 0 S 4 3 N

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Began in 2015

- FBI reports will now list GENDER and GENDER IDENTITY as new categories in their annual reporting statistics
- Byrd Jr. Hate Crimes Prevention Act of 2009 (data This is a result of the Matthew Shepard and James collection began in 2013)
- The FBI director approved the collection of Anti-Arab Bias starting January 1st, 2015.

HBI JURISDICTION

- Federal government will prosecute crimes of bias as civil rights violations
- investigate hate crimes local authorities choose not 2009 Shepard-Byrd Crime Prevention Act also 1) gave federal authorities greater ability to to pursue
- engaging in a federally protected activity (such as 2) eliminated the provision that the victim be voting)

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Problems Remain

- 250,000 hate crimes a year where occurring in the United States. This is 50,000 more than they had previously estimated and approximately 40 times government study revealed that approximately Bureau of Justice Statistics (Federal Agency) more than are reported to law enforcement
- Bureau is Justice Statistics interviews thousands of households a year and extrapolates the data
- Conclusion: many crimes go unreported to law enforcement

"Police Officers" as a Protected Group

- May 2016 Louisiana is the first state in the nation hate crimes now receive an additional five years in prison and individuals convicted of misdemeanor hate crimes receive and additional six months in protected group. Individuals convicted of felony to expand its hate crimes laws to include police, firefighters, and emergency medical crews as a
- Kentucky, Mississippi and Texas all followed suit over the past year
- Pending in many other states

COPY

Connecticut Statutes

- 53a-181j Intimidation based on Bigotry or Bias in the 1st Degree (Class C Felony)
- 53a-181k Intimidation based on Bigotry or Bias in the 2nd Degree (Class D Felony)
- 53a-181l Intimidation based on Bigotry or Bias in the 3rd Degree (Class E Felony)
- 46a-58 Hate Crimes (Class A Misdemeanor unless property damaged is over \$1000 in which case it becomes a Class D Felony)
- 46a-58(c) Cross Burning (Class A Misdemeanor)

New Laws Effective October 1, 2017

- Modifies elements of crimes that deprive someone of their rights
- Minimum required fines now exist for cross burning and desecration of property
- 3rd Degree Intimidation Based on Bias and Bigotry increased from Class A Misdemeanor to a Class E Felony
- Requires Hate Crimes Offenders to participate in certain programs
- State-Wide Hate Crimes Advisory Council replaces the Hate Crimes Advisory Committee



Connecticut Uniform Crime Reporting

www.state.ct.us/dps/crime_analysis/crime_analysis.asp Middletown, Connecticut 06457-9294 Connecticut State Police 1111 Country Club Road Crimes Analysis Unit (860) 685-8030

HPD ORDER 1-26

- HPD ORDER 1-26
- 1) Preserve crime scene
- 2) Take investigative action
- Report incident to supervisor 8
- 4) Request ESD if cross burning or other property damage
- 5) Complete CIR and CSP Form 323-C (Supervisors shall complete an Unusual Occurrence Report)

CONNECTICUT	HARTFORD POLICE DEPARTMENT PLANNING & ACCREDITATION ROLL CALL TRAINING	TO BE READ FOR 5 DAYS ISSUANCE DATE: 11/18/2016	NUMBER: 11/16-01 PAGE: 1 of 2
SUB	JECT: RESPONDING TO HATE CRIMES	REFERENCE: CGS0 53a-181j, 181k, 181l; GO 1-26 FBI	PREPARED BY: Capt. J. Thody (Reissued)

I. DEFINITIONS:

<u>HATE CRIME</u>: A criminal offense against a person or property motivated in whole or in part by an offender's bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.

II. STATUTES:

CGS 53a-181j: Intimidation based on bigotry or bias in the 1st degree. (Class C Felony). (1) The actor maliciously and with specific intent to intimidate or harass another person, (2) because of such person's actual or perceived race, religion, ethnicity or sexual

orientation, (3) causes serious physical injury to such person or a third person.

CGS 53a-181k: Intimidation based on bigotry or bias in the 2nd degree. (Class D Felony).

- (1) The actor maliciously and with specific intent to intimidate or harass another person, (2) because of such person's actual or perceived race, religion, ethnicity or sexual orientation does any one of the following:
 - a. Cause physical contact with such other person, OR
 - Damages, destroys or defaces any real or personal property of such other person; OR
 - c. Threatens, by word or act, to do an act described in a or b above and there is reasonable cause to believe that such act will occur.

<u>CGS 53a-1811:</u> Intimidation based on bigotry or bias in the 3rd degree. (Class A Misdemeanor). (1) The actor with specific intent to intimidate or harass another person or group of persons, (2) because of such person's actual or perceived race, religion, ethnicity or sexual orientation does any one of the following:

- Damages, destroys or defaces any real or personal property of such other person; OR
- b. Threatens, by word or act, to do an act described in subsection a above and there is reasonable cause to believe that such act will occur.

<u>CGS 46a-58(c)</u>: Cross burning. (Class A Misdemeanor). The actor places a burning cross or a simulation thereof on any public property, or on any private property without the written consent of the owner.

Note: Officers may charge another criminal statute such as assault and battery that may be easier to prove along with the Hate Crime. Also actions toward a group, even if not a specific person, can trigger a violation of 53a-181I.



11/16-01

RESPONDING TO HATE CRIMES

Page 2 of 2

ISSUED: 11/18/2016

III. PROCEDURE:

- 1. Officers should allow the victim(s) to express their concerns and feelings and also reassure the victim(s) that the Department takes these matters seriously and will pursue appropriate action. Officers should assist the victim(s) in identifying or contacting individuals or agencies that may provide support and/or assistance, such as family members, friends, clergy, and community service agencies. Available resources include the Office of Victim Services 1-888-771-3126 or CWEALF1-860-247-6090 or 1-800-547-92949.
- 2. The following criteria can assist officers in determining whether a particular crime should be classified as a hate/bias crime. These criteria are not all-inclusive, and each case must be examined on its own facts and circumstances.
 - Race, religion, disability, sexual orientation, ethnicity, gender, or gender identity of the victim differs from that of the offender;
 - b) Incident coincided with a holiday or date of particular significance to the victim's group;
 - Historically, animosity exists between the victim's group and the suspect's group;
 - d) Bias-related comments, written statements, or gestures, including graffiti or other symbols, were made or left at the scene by the offender;
 - e) Victims or witnesses perceive that the incident was motivated by bias;
 - f) Victim is member of targeted group;
 - g) Involvement of organized hate groups or their members;
 - h) Absence of any other motive (person attacked but not robbed.)
 - The victim has recently moved into the area and/or there have been prior words or actions of a discriminatory nature;
 - i) Similar crimes in the area;
 - k) There is evidence that the incident involves an organized hate group (e.g., K.K.K., Nazi Party, Skin Heads, etc.).



HARTFORD POLICE DEPARTMENT

ICY AND PROCEDURE



8/1/88

1-26

DATE OF ISSUE

EFFECTIVE DATE

DISTRIBUTION ALL

7/29/88

Sworn Personnel Records Manager

SUBJECT

RRES Hate Motivated Crimes-Reporting Requirements

REFERENCE Public Act 87-279; SP-323-C: RRES Report Form. HPD Orders 1-18: 5-8: 7-42 RESCINDS

N/A

PAGE 1 OF 3 PAGE

I. PURPOSE:

To establish policy and procedures relative to collecting information on crimes committed by person(s) or group(s) who were motivated to commit the crime due to their hate, bias, or bigotry of the victim's race, religion, ethnicity, or sexual orientation.

POLICY: II.

- It shall be the policy of the Hartford Police Department that for each crime an officer determines to be motivated by the victim's race, religion, ethnicity, or sexual orientation, he/she will complete a Connecticut State Police Form SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, in addition to a Case Incident Report (CIR), HPD Form 76.
- For the purpose of this order, a "Race, Religious, Ethnic, or Sexual Orientation (RRES) Crime" shall be defined as any crime which a law enforcement officer has probable cause to believe that the commission of which was motivated by hate, bias, or bigotry with reference to the victim's race, religion, ethnicity, or sexual orientation shall be classified as an RRES motivated crime and shall be reported to the Connecticut State Police as such. The definition of "crime" is as defined in Section 53a-24 of the Connecticut General Statutes.

PROCEDURES: III.

Sworn Personnel:

- When an officer on the scene makes a determination that an incident was motivated by hate, bias, or bigotry of the victim's race, religion, ethnicity, or sexual orientation, he/she shall:
 - if applicable, preserve the crime scene and evidence

BY AUTHORITY OF:

BERNARD R. SULLIVAN, CHIEF OF POLICE



ernard R. Sullivan

HARTFORD POLICE DEPARTMENT

POLICY AND PROCEDURE



1-26

NUMBER

(continuation)

SUBJECT

EFFECTIVE DATE

8/1/88

RRES Hate Motivated Crimes-Reporting Requirements

- immediately take all possible investigative and enforcement action
- c. report the incident to his/her supervisor
- d. request an Evidentiary Service Division Crime Technician if a cross burning or any other RRES motivated destruction of property has occurred
- e. prepare a Case Incident Report (CIR), HPD Form 76, and a Connecticut State Police Form, SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form.

B. Records Manager:

- 1. Ensure an adequate supply of Connecticut State Police Forms SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, at all times.
- 2. Forward one copy of the completed SP-323-C Forms,
 Racial, Religious, Ethnic, and Sexual Orientation
 Report Form, to the: Connecticut State Police,
 Crime Analysis Unit, 294 Colony Street, Meriden,
 CT 06450 and one copy of the SP-323-C to the
 corresponding case incident file.
- 3. Ensure that Records personnel code Case Incident Reports (CIRs) involving RRES hate motivated crimes with the appropriate secondary UCR code that corresponds with the incident. The following secondary UCR codes are to be utilized for RRES hate motivated incidents:

2694 Race 2695 Religion

2696 Ethnicity

2697 Sexual Orientation

PAGE 2 OF 3 PAGES



HARTFORD POLICE DEPARTMENT

POLICY AND PROCEDURE



1-26

Chief of Police

(continuation)

SUBJECT

EFFECTIVE DATE

8/1/88

RRES Hate Motivated Crimes-Reporting Requirements

Patrol Commander - FSB: C.

- Control the issuance of Connecticut State Police. Form SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, to sworn personnel.
- Pursuant to Order 5-8, ensure that an <u>Unusual</u> Occurrence Report, HPD Form 92, is completed for each RRES reported incident.

OTTON POL	HARTFORD POLICE DEPARTMENT	Distribution	General Order Number	
	POLICY AND PROCEDURE GENERAL ORDER	ALL PERSONNEL	1.09	
		Original Issue Date	Reissue/Effective Date	
CONNECTICUT		11/14/2016	11/14/2016	
		Accreditation Standard:	Section	
Order Title: BIASED BASED POLICING		POSTC 1.1.12 1		
		Section Title DEPARTMENT ROLI	E AND AUTHORITY	
Rescinds:		10	DAN	
G.O. 7-34 (2013)		James C. Rovell	Roll_ a. Chief of Police	

This General Order is for departmental use only and does not apply in any criminal or civil proceeding. This General Order should not be construed as creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims. Violations of this General Order will only form the basis for departmental administrative sanctions. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting

I. PURPOSE

The purpose of this policy is to establish policy and procedures to protect citizens and officers from bias based policing.

II. POLICY

It is the policy of the Hartford Police Department ("Department") to patrol in a proactive manner, to aggressively investigate suspicious persons and circumstances, and to actively enforce motor vehicle laws, while insisting that citizens will only be stopped or detained when there exists reasonable suspicion to believe they have committed, are committing, or are about to commit an offense.

The Department's response to bias based profiling shall be a set of procedures that require professional police traffic stops; ensure that officers base their behavior on sound legal reason, safety for officers and citizens, and the accepted best practices of modern policing; and that protect Department officers when they act within the dictates of the law and policy from unwarranted accusations.

III. PROCEDURES

A. Bias Based Profiling Prohibited

1. While profiling can be a useful tool to assist officers in carrying out their duties, the use of bias based profiling, i.e., the practice of using race, ethnicity, religion, gender, sexual orientation, economic status, age, cultural group, or some other identifiable common trait of a group, as the sole reason for stopping, detaining, searching citizens, and in asset seizure and forfeiture



BIAS BASED POLICING

PAGE 2 of 5

EFFECTIVE:

efforts is prohibited.

a. Proactive Enforcement

Proactive enforcement requires officers to be observant and to identify and act upon any unusual occurrences and law violations. These enforcement efforts keep our community free from crime and our roadways safe to drive upon, and also deters and/or detects and apprehends criminals. Proactive patrol is an effective strategy to:

- (1) Protect the public from the devastation caused by drug abuse, including the suppression of the activities of drug couriers;
- (2) Reduce street and highway traffic-related death and injury, including the apprehension of drunk drivers;
- (3) Combat illegal trafficking and possession of weapons and drugs;
- (4) Capture and arrest fugitives at-large, and other wanted persons;
- (5) Identify and target violent gangs, terrorists and others who pose a threat to public safety; and
- (6) Otherwise promote and maintain an orderly and law abiding society.

b. Role of Supervisors

Traffic enforcement, detention, and search procedures will be accompanied by periodic supervisory oversight to ensure that officers do not go beyond the parameters of reasonableness and lawfulness in conducting such activities.

c. Recording of Motor Vehicle Stops

Motorists and pedestrians shall only be subjected to stops, seizures, or detentions upon reasonable suspicion that they have committed, are committing, or are about to commit an offense. Each time a motorist is stopped, the officer shall radio to the dispatcher the location of the stop, registration number or the description of vehicle being detained, and the number of occupants and reason for the stop. Communication personnel shall log all pertinent information. All required reports



BIAS BASED POLICING

PAGE 3 of 5
EFFECTIVE:

and/or forms shall be completed by the officer upon completion of the stop.

d. Contact with the Public

Officers shall be familiar with the Hartford Police Department Rules and Regulations, as well as all General Orders pertaining to traffic stops, including the provisions requiring professionalism and courtesy. Professional behavior is directly related to the degree of cooperation from the motorist. Officers should never forego their command presence, safety, and control of the situation during a public contact.

e. Detention and Search

- (1) No motorist, once cited or warned, shall be detained beyond the point where there exists no reasonable suspicion of further criminal activity, and no person or vehicle shall be searched in the absence of a warrant, a legally recognized exception to the warrant requirement, or the person's voluntary consent.
- (2) In each case where a search is conducted, this information shall be documented, including the legal basis for the search, and the results thereof. It is strongly recommended that consent searches only be conducted with written consent, using the proper Department form.
- (3) If the individual indicates that they will consent to a search but are refusing to sign the form, fill out the form anyway and indicate "consented to search but refused to sign," inserting initials and the signature of any witness in the signature block.

f. Completion of Required Reports

Appropriate enforcement action should always be completed, generally in the form of a warning, citation, or arrest. Police reports shall indicate the reason for the stop.

g. <u>Pretext Traffic Stops</u>

The police may affect the stop of a motorist whom they have probable cause to believe has committed a traffic violation. The officer's subjective motive for stopping the vehicle plays no role in determining whether or not probable cause exists, even if the stop of the motorist



BIAS BASED POLICING

PAGE 4 of 5

EFFECTIVE:

was a pretext to conduct a criminal investigation. However, motor vehicle stops, including pretext stops, are prohibited when based solely upon prohibited considerations, such as race, ethnicity, gender, age or sexual orientation, or any combination therein.

B. Training

- 1. Officers will receive initial and ongoing training in proactive enforcement tactics, including training in officer safety, courtesy, cultural diversity, discrimination and bias based profiling, field contacts, traffic stops, the laws governing search and seizure, and interpersonal communications skills.
- 2. This training shall address the issues pertaining to the practice of racial profiling, including its impact on police and society. Training programs will emphasize the need to respect the rights of all citizens to be free from unreasonable government intrusion or police action.

C. Corrective Measures

- 1. Any person may file a complaint with the Department if they feel they have been stopped or searched based on bias based profiling, and no person shall be discouraged, intimidated, or coerced from filing such a complaint, or discriminated against because they have filed such a complaint. All complaints shall be investigated, and corrective measures shall be taken if it is determined that bias based profiling has occurred.
- 2. Any officer, who is told by a person that they wish to file such a complaint, shall provide the name of their immediate supervisor and the telephone number of the Department. Such accusations can often be prevented or mitigated by explaining to the motorist the reason for the stop. Any officer who is accused on scene of discrimination, bias based profiling, an illegal stop, frisk, and/or search by any person, shall report the incident to his/her immediate supervisor as soon as practical.
- 3. Supervisors who receive official complaints shall follow Departmental procedures as outlined in Section 4.01, *Citizen Complaints*, and Section 4.02, *Investigation of Misconduct and Citizen Complaints*. When backing up officers on vehicle stops and other calls, they shall be alert to any pattern or practice of possible discriminatory treatment or bias based profiling by officers.



BIAS BASED POLICING

PAGE 5 of 5
EFFECTIVE:

D. Annual Review of Department Practice and Citizen Concerns

- 1. The Crime Analysis Unit shall provide the Connecticut Office of Policy and Management with periodic reports on the characteristics of persons stopped on traffic stops by race, ethnicity and gender. Annually, a review committee shall conduct an Administrative Review during the month of July of all Department policy, practices, training, and citizen concerns and complaints relating to bias based profiling.
- 2. The review committee shall prepare and forward a report of their findings and recommendations, if any, to the Chief of Police by September 1st of each year.

State of Connecticut Department of Public Safety BIAS CRIME REPORT

		O CRIME REP		C	2)
RACE, RELIGION, ETHNICITY, SEXUAL ORIENTATION & DISABILITY					
	OL/O/IL	(860) 685-8030	OADILIT .		
1. Type of Report	2. Case Number	3. Name of Police I	Department or Troc	op .	,
☐ Initial ☐ Supplemental					
4. Offense Town Tax Code	5. Offense Date	6. Offense Time	7. Day of Offense 1. ☐ Sunday 4.	e □ Wednesday 6.	☐ Friday
Couc			2. Monday 5.		Saturday
			3. Tuesday		
8. Crime (Check up to three	entries)	*			10/2011/05-2-11-2-30
1. Homicide / Manslaugh	ter 7.☐ Criminal Mi		vation of Rights		
2. Rape / Sex Offense	8. Breach of P	eace 14.∏ Depri Conduct 15.∏ Intimi	vation of Rights/Per	son – Mask/Hood	
3. Robbery 4. Assault	10. Weapons 0		ualion baseu on big	lony or Bias	
5. Arson	11. Trespass	-			
6. Burglary	12. Threatening			1.50	
9. Place of Incident		The second secon			
1. Air/Bus/Train Terminal	7.☐ Convenience	1.00 miles	hway/Road/	19. Rental Stora	_ (See
2. Bank/Savings & Loan 3. Bar/Night Club	8. Dept./Discour 9. Drug Store/Do		y or Street e I/M otel/et c,	20. Residence/l	lome
3. Bar/Night Club 4. Church/Synagogue	9, Drug Store/Dr			21. Restaurant 22. School/Colle	ege .
5., Commercial Office Bldg.	10. ☐ FieldNVoods	16. ☐ Lak	e/Waterway	23. Service/Gas	Station
6: Construction Site	11.☐ Govt./Public B 12.☐ Grocery mark		ior Store king Lot/Garage	24. Specialty Ste 25. Other/Unkno	
	S upermarket	e <i>u</i> 10.∐1 an	ding condarage	20. Other official	DWII
do Molius Trus	**************************************		***************************************		
10. Victim Type 1. ☐ Individual*	3. Financial instit	ution 5.17 Reli	gious organization	7. Other	
2. Business	4. ☐ Government		ety / Public	8. Unknown	
* Indicate total number of individ	dual victims involved:	Name of C	rganization:		
11. Extent of Injury/Damage (Up	to three entries allowed)		erenien.		
			•	0001	
A. Personal 1. ☐ No Injuries	B. Property 1. ☐ Deface	C. Symbol 1.∐ Cros			
2, Injury/No Treatment	2. ☐ Stolen	2, Swa			
3. Injury/Treatment Needed	3. ☐ Destroyed	3. ☐ Graff	iti		
4, Death	4. Other				
12, Type of W eapon		THEOREM	· · · · · · · · · · · · · · · · · · ·		
1. ☐ firearm 2. ☐ Knife	3. ☐ Physical Force 4. ☐ None	5.☐ Othe	(śpecify)		
2. [] Killio	4.∐ Notie				
13. Number of Offenders	Enter · 00 if unknow	wn			
			8 11 4		9
14. Suspected Offenders' Race 1. ☐ White		ın/Alaskan Native 5. [7 Multi-Recial		
2. Black	American India A.		Unknown	· ·	

15 Type of Blas 1. ☐ Racial	3. Ethnic/National	Origin F F	7 Disability		
2. Religious	4. Sexual Orienta		Disability		
	37705				- 1

Determine the category	of blas as indicated in t	OUGH 20: (Check <i>only one bias ca</i> Questlon 15 and indicate below the type escriptor for each. If multiple types exist	of victim and offender.	n in #21.
16. Racial Bias Incident	Victim was:	American Indian/Native Alas Asian/Pacific Islander Black Multi-Racial White Other Unknown	Offendo kan II II II II II II	er was:
1 7. Religious Bias Incident	Victim was:	1. Catholic 2. Hindu 3. Islam/Moslem 4. Jewish 5. Protestant 6. Other 7. Unknown	Offende 	er was:
18. Ethnicity or National Origin Bias Incident	Victim was:	1. Arabic 2. Hispanic 3. Other_ 4. Unknown	Offende	r was:
19. Sexual Orientation Blas Incident	Victim was;	1. Homosexual male 2. Homosexual female 3. Heterosexual male 4. Heterosexual female 5. Bisexual male 6. Bisexual female 7. Unknown	Offende □ □ □ □ □ □ □ □ □	r was:
20. Disability Bias Incident	Victim had: □ □	1. Physical disability 2. Mental disability 3. N/A 4. Unknown	Offender □ □ □ □ □	had:
21. Remarks:				4
22. Officer		23	/ <u>/ </u>	24, Date of Report

INSTRUCTIONS

BLOCK 1 - SUPPLEMENTARY: Check this box when a report has been previously submitted and changes are necessary. Complete the entire form, not just the blocks where the changes occur. If a case should be deleted, send a copy of the case report with a memo requesting the deletion and specifying the reason for the request BLOCKS 2 through 13 - Self explanatory BLOCK 14 - Self explanatory, except "Multi-Racial" refers to an individual, not a group BLOCK 15 through 20 Select from only ONE type of bias for both victim and offender. BLOCK 18 - If "Other" was selected, write in the ethnicity or national origin if not Arab or Hispanic. BLOCK 21 - Briefly detail character of the incident and any other helpful information.

BLOCKS 22 through 24 - Self explanatory

COPY

IACP National Law Enforcement Policy Center INVESTIGATION OF HATE AND BIAS CRIMES

Model Policy May 2000

I. PURPOSE

This policy is designed to assist employees in identifying crimes motivated by hate and bias toward an individual's race, religion, ethnicity, sexual orientation, gender, or disability and to define appropriate steps for assisting victims and conducting investigations.

II. POLICY

It is the policy of this law enforcement agency to safeguard the state and federal rights of all individuals irrespective of their race, religion, ethnicity, sexual orientation, gender, or disability. Any acts or threats of violence, property damage, harassment, intimidation, or other crimes motivated by hate or bias and designed to infringe upon these rights are viewed very seriously by this agency and will be given high priority. This agency will employ necessary resources and vigorous law enforcement action to identify and arrest hate crime perpetrators. Also, recognizing the particular fears and distress typically suffered by victims, the potential for reprisal and escalation of violence, and the farreaching negative consequences of these crimes on the community, this agency shall attend to the security and related concerns of the immediate victims and their families.

III. DEFINITIONS

Hate Crime: Any unlawful action designed to frighten, harm, injure, intimidate, or harass an individual in whole or in part because of a bias motivation against the victim's actual or perceived race, religion, ethnic background, sexual orientation, gender, or disability of the victim.

Hate Incident: Hate incidents are those actions by an individual or group that, while motivated by hate or bias, do not rise to the level of a criminal offense.

Race: A group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair, facial features) genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

Ethnic Group: A group of persons of the same race or national origin who share common characteristics, languages, customs, history, or traditions, or a minority or nationality group that is part of a larger community.

Religious Group: Any persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

Sexual Orientation: A sexual attraction toward, and responsiveness to, members of one's own sex or members of the opposite sex (e.g., gay, lesbian, heterosexual).

Gender: The biologically determined sex of an individual (i.e., male or female). Also, persons who possess the characteristics, identities, and/or behaviors typically assigned to persons on the basis of their sex (e.g., transsexuals).

Disability: Physical or mental impairments or challenges, whether temporary or permanent, due to conditions that are congenital or acquired by heredity, accident, injury, advanced age, or illness.¹

IV. PROCEDURES

A. Initial Response Procedures

Initial responding officers at the scene of a suspected hate or bias crime or incident shall take preliminary actions deemed necessary, to include, but not limited to, the following:

- 1. Secure the scene.
- 2. Stabilize the victim(s) and request medical attention when necessary.
- 3. Ensure the safety of victims and witnesses.
- 4. physical evidence, such as,
 - a. hate literature,
 - b. spray paint cans, and
 - c. symbolic objects used by hate groups (e.g., swastikas, crosses).
 - d. Identify criminal evidence on the victim.
- 5. Request the assistance of a translator, where necessary.
- 6. Request the assistance of a supervisor.
- 7. Conduct a preliminary investigation and record information on
 - a. the identity of suspected perpetrators,
 - b. the identity of witnesses, including those no longer at the scene,
 - c. prior occurrences in the immediate area or against the same victim, and/or
 - d. statements made by suspects; exact language is critical.
- 8. Arrest suspected perpetrators if probable cause exists.
- 9. Assist investigators in complying with any federal or state hate crime reporting requests.

B. Supervisors' Responsibilities

The supervisor shall confer with the initial responding officer(s), take measures to ensure that necessary preliminary actions have been taken, and inform an immediate supervisor of the criminal act. The supervisor shall request any appropriate additional personnel necessary to accomplish the following:

- 1. Provide immediate assistance to the crime victim.
 - a. Express empathy for the victim and show a sincere interest in his/her well-being.
 - b. Express the law enforcement agency's official position on the importance of these cases, and the measures that will be taken to apprehend the perpetrators.

¹ Under federal law, a crime can only be deemed a "hate crime" if perpetrated against an individual because of their actual or perceived race, color, religion or national origin and when the victim is participating in one of six federally protected activities. Amendments to 19 U.S.C. are being considered. See this policy's *Concepts and Issues Paper* for a complete discussion of the differences between protected classes of individuals under federal and state law.

PACO

- c. Express the department's interest in protecting victims' anonymity whenever possible.
- d. Allow the victim a period in which to ventilate his/her immediate concerns and express his/her feelings.
- e. Identify individuals or agencies that may provide support and assistance. These may include family members or close acquaintances, a family clergyman or departmental chaplain, as well as community service agencies that provide victim assistance, shelter, food, clothing, child care, or other related services.
- f. Explain security measures and precautions to the victim.
- 2. Conduct a standard preliminary investigation.
- 3. Ensure that all relevant facts are documented on an incident and/or arrest report and make an initial determination as to whether the incident should be classified as a hate crime for federal and state bias crime-reporting purposes.
- 4. Notify other appropriate personnel in the chain of command, depending on the nature and seriousness of the offense and its potential inflammatory and related impact on the community.
- C. Investigators' Responsibilities

In responding to the scene of an alleged hate crime, investigators shall assume control of the follow-up investigation to include the following:

- 1. Ensure that the scene is properly protected, preserved, and processed and all physical evidence of the incident is removed as soon as possible after the offense is documented. If evidence of an inflammatory nature cannot be physically removed (e.g., painted words or signs on a wall), the owner of the property shall be contacted to do all that is possible to ensure that the graffiti is removed as soon as possible. The officer shall follow up to ensure that this is accomplished in a timely manner.
- 2. Conduct a comprehensive interview with all victims and witnesses at the scene, or as soon as possible thereafter, and canvass the neighborhood for additional personal sources of information.
- 3. Work closely with the prosecutor's office to ensure that a legally adequate case is developed for prosecution.
- 4. Coordinate the investigation with agency, state, and regional intelligence operations. These sources shall provide the investigative officer with an analysis of any patterns, organized hate groups, and suspects potentially involved in the offense.
- 5. Coordinate the investigation with the identification and other units of the agency and with outside agencies where appropriate.
- 6. Maintain contact with the initial responding officer and keep him/her apprised of the status of the case.
- 7. Make a final determination as to whether the incident should be classified as a hate crime.
- 8. Complete any reports necessary to comply with statistical reporting requirements for hate crimes.

- 9. Investigative officers shall take steps to ensure that appropriate assistance is being provided to hate crime victims, to include the following measures:
 - a. Contact the victim periodically to determine whether he/she is receiving adequate and appropriate assistance.
 - b. Provide ongoing information to the victim about the status of the criminal investigation.
- D. Community Relations/Crime Prevention
 - Hate crimes are viewed in the community not only as a crime against the targeted victim(s), but also as a crime against the victim's identification group as a whole. Working constructively with segments of this larger community after such crimes is essential to help reduce fears, stem possible retaliation, prevent additional hate crimes, and encourage any other previously victimized individuals to step forward and report those crimes. This is particularly important if an upward trend has been identified in these crimes. Towards this end, this agency's community relations function, or officers so assigned, shall perform the following:
 - 1. Meet with neighborhood groups, residents in target communities and other identified groups, allay fears, emphasize the agency's concern over this and related incidents, reduce the potential for counter-violence, and provide safety, security, and crime prevention information.
 - 2. Provide direct and referral assistance to the victim and his/her family.
 - 3. Conduct public meetings on hate crime threats and violence in general.
 - 4. Establish liaison with formal community-based organizations and leaders.
 - 5. Expand, where appropriate, preventive programs such as hate, bias, and crime reduction seminars for school children.



HARTFORD POLICE DEPARTMENT HEADQUARTERS DIVISION ROLL CALL TRAINING

TO BE READ FOR 5 DAYS ROLL CALL#: 10/12-01 ISSUANCE DATE: PAGE: 1 of 1 REFERENCE: APPROVED BY: Www.adl.org/hateid, AC Brian Heavren

NEW ADL MOBILE WEBSITE CONTAINING HATE SYMBOLS & HATE CRIME INDICATORS

The Anti-Defamation League (ADL) and the International Association of Chiefs of Police (IACP) are launching a new mobile web site (www.adl.org/hateid) that enables law enforcement officers to quickly and easily access ADL's expert information on hate symbols, international terrorist symbols, and hate crime indicators from anywhere using their handheld mobile devices

The site includes graphics and numerical symbols and acronyms used as shorthand by hate groups, with background on each symbol's meaning and history. The new resource helps officers decipher the significance of hate symbols, tattoos or graffiti from the scene of a crime. The ADL encourages officer to take photos of hate symbols, especially those that are unfamiliar to you, and e-mail them to ADL at hate-symbols@adl.org

Note: The Anti-Defamation League (http://www.adl.org), founded in 1913, is a non-governmental authority specializing in domestic terrorism, extremism, organized hate groups and hate crimes. The League provides expertise, resources, and support to law enforcement across the U.S.

*



POST Credit Make Up Exam:

A. TrueB. False

Crimes Motivated By Bigotry and Bias [524]

1.	The majority of Hate Crime incidents are based on the victims: A. Sexual orientation B. Race/ Ethnicity/ Ancestry C. Gender D. Religion
2.	Hate Crimes are often committed at: A. Parking garages B. Places of worship C. The victims residence D. Educational institutions
3.	The FBI will now list Gender and Gender Identity as new categories in their annual reporting statistics. A. True B. False
4.	Hate are those actions or words motivated by hate, but don't rise to the level of a crime. A. Incidents B. Occurrences C. Events D. Disturbances
5.	HPD Order 1-26 requires the officer to: Preserve the crime scene, take investigative action, report the incident to his or her supervisor, request ESD if cross burning or other property damage, and complete a CIR and CSP Form 323-C form. A. True B. False
6.	Hate crimes are not only committed against individual, but are also committed against business or financial institutions, government, and religions.

	8 g
7.	In the state of Connecticut, is the majority bias motivator A. Race/ Ethnicity/ Ancestry B. Religion C. Sexual Orientation D. Disability
8.	Which Race/ Ethnicity/ Ancestry has the highest known offenders? A. White B. Black C. American Indian/ Alaskan Native D. Asian
9.	Many hate crimes go unreported to law enforcement. A. True B. False
10.	Law enforcement professionals may be held liable if they arrest someone for engaging in highly offensive speech that the court has decided was constitutionally protected. A. True B. False

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STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFIC	PERALUA TOUS TOU						
OFFIC	CER: TIGNONO JOMES J DEI	PARTMEN	li: <u>F</u>	lartford		POST ID#	<i></i>
Firea	arms Qualification per GN 03-3 "Each 3 hour hours of range for a total of	class wil 9 hours i	l cons n the	sist of o three-y	one-hour cla /ear period."	ssroom tim	e and two
Min	imum passing firearms qualification score= 80%	(240/300)	of a m	inimum	60 round PO	STC approve	d course
Area	Topic	i		Course credit	Date	** Instruc	tor Signature
524	Crimes Motivated by Bigotry & B	ias	1	1	6/26/18	John Sg	wyl
					ı		
Handg	un Qualification Score Rer	nedial Tra	ining l	Require	ed: Yes	No No	
Witnes Pignat		Only requi	red if o	fficer re	ceiving training	j is a Firearms	Instructor)
	**I am a currently certified POSTC instruct	or in each	of the	e instru	ctional areas t	taught above	
	INSTRUCTOR NAME (PRINT)	INSTR		R ID#		PIRATION DA	TE
John	Szewczyk		2804		4/30/2020		
redit hou and Trair	n must be maintained for each officer by the police de urs received. For audit purposes, a copy of this form ning Council. uis form must be signed by both the officer re	must be p	rovided	d when i	requested to th	e Police Offic	er Standard
of my with the notice	read and signed this form and attest that the info knowledge. I understand that intentionally maki he intent to mislead a public servant in the perfor is punishable by law. False Statement in the 2 nd of Misdemeanor.	ng a false mance of	writte: their o	n stater fficial f	nent that I do unctions on a	not believe to	be true g this
/ Trainin	M 6/16/18 g-Officer's Signature Date	Off	icer Re	2 ceiving	Training Signatu	6/26	Date

POST Credit Make Up Exam:

Crimes Motivated By Bigotry and Bias [524]

1.	The majority of Hate Crime incidents are based on the victims: A. Sexual orientation (B) Race/ Ethnicity/ Ancestry C. Gender D. Religion
2.	Hate Crimes are often committed at: A. Parking garages B. Places of worship The victims residence D. Educational institutions
3.	The FBI will now list Gender and Gender Identity as new categories in their annual reporting statistics. True B. False
4.	Hate are those actions or words motivated by hate, but don't rise to the level of a crime. ③ Incidents B. Occurrences C. Events D. Disturbances
5.	HPD Order 1-26 requires the officer to: Preserve the crime scene, take investigative action, report the incident to his or her supervisor, request ESD if cross burning or other property damage, and complete a CIR and CSP Form 323-C form. (A) True B. False
6.	Hate crimes are not only committed against individual, but are also committed against business or financial institutions, government, and religions. True B. False

Police Officer Standards and Training Council

Subject Area/Certified Instructor Cross Reference

					200	
Department	Name	Title	Instr. Cert #	Certification Type	Effective Date	Expiration Date
	DelVecchia, David T.		3941	Standard	07/13/2017	07/31/2020
	Marcucio, Nicholas J.		2947	Standard	04/17/2012	04/30/2021
	Werner, Derek L.		3932	Standard	06/21/2017	06/30/2020
					1 3 00-0 × 0	507 Ca - \$10.55000 \$1.7000000000000000000000000000000000000
Norwalk Police Departn		574 B 27	2.00		1011610000	00/00/0000
	Cunningham, Brian S.	Lieutenant	2420	Standard	10/16/2008	09/30/2020
Police Officer Standard	s & Trai	981				
	Anderson, Geoffrey	Sergeant	650	Standard	09/09/2010	08/31/2019
D1 1 (0) D-0 D						
Rocky Hill Police Depart			2040	Chandand	07/05/2011	07/24/2020
	Lefebvre, Mark A.		2849	Standard	07/05/2011	07/31/2020
	Norman, Michael J.		2209	Standard	01/30/2007	12/31/2018
Stamford Police Depart	ment					
	Byxbee, III, Richard E.		3239	Standard	11/06/2013	11/30/2019
	Deiso, Douglas R.		3224	Standard	10/15/2013	10/31/2019
	O'Brien, Seth E.		3226	Standard	10/15/2013	10/31/2019
	Petrizzi, Christopher J.		3688	Standard	02/10/2016	02/28/2019
					A A	•
University of Connectica				CO-ACCIONE PORCER		
	Nesci, Salvatore J.		1411	Standard	09/16/2016	09/30/2019
Vernon Police Departme	ent					
· ·	Foster, Barry W.	Sergeant	527	General	10/25/1999	09/30/2020
	Thiel, Todd M.		2065	Standard	12/13/2005	11/30/2020
Waterford Police Depart			1.107		0.4.0.4.000	05/04/0000
	Burton, David J.		1137	Standard	01/19/1999	05/31/2020
Willimantic Police Depar	tment					
	Lisee, Jonathan M.		3907	Standard	04/10/2017	04/30/2020
	Parizo, Jr., Stanley		1902	General	12/21/2004	11/30/2019
	Rosado, Roberto M.		2977	Standard	07/12/2012	07/31/2021
	C-September 1981					
Yale University Police			0.444		1110110011	11 120 1202
	Nguyen-Phuoc, Thomas M.		3441	Standard	11/24/2014	11/30/2020
Crimes Motivated h	y Bigotry or Bias (524)					
Crimes Piotivated b	y bigotry or bias (324)					
Branford Police Departm	nent					
	Konesky, Jr., Stanley W.		501	General	01/01/1998	02/28/2019
10176W 1757W 120 121 15					5555747 1	\$200000
Bridgeport Police Depart			2000	= 1 1		
	Neary, David G.		2501	Standard	05/28/2009	04/30/2021
	Podpolucha, Francis A.		2166	Standard	01/06/2010	12/31/2019
	Riettie, Kateema C.		3666	Standard	01/12/2016	01/31/2019
Chief State's Attorney's	Office					
	Carino, Francis J.		1348	General	01/19/2001	12/31/2019
			.co.cl (3.₹/)	-	ventern franklik	
Connecticut State Police			3.52			
	Fox, Alaric J.		132	Standard	04/01/1996	03/31/2020
Greenwich Police Depart	tment					
emin Petro P	Zuccerella, Mark E.		2645	Standard	07/16/2010	06/30/2019
U L D " D .	- N					
Hamden Police Departm			2420		11/02/2000	05/24/2024
	Montijo, Beatriz J.		2428	Standard	11/03/2008	05/31/2021

Police Officer Standards and Training Council

Subject Area/Certified Instructor Cross Reference

Department	Name	Title	Instr. Cert #	Certification Type	Effective Date	Expiration Date
Hartford Police Depar	tment					
(2) (2) (3) (4) (4) (4) (4) (4) (4) (4) (4) (4) (4	Szewczyk, John T.		2804	Standard	04/18/2011	04/30/2020
Manchester Police De	partment					
	Spector, Elliot B.	Attorney	4	General	04/01/1998	03/31/2019
Mashantucket Pequot	Tribal Pol					
	Parker, Andre' G.		2185	Standard	12/15/2006	11/30/2021
Meriden Police Depart						
	Scully, Jeremiah J.		3713	Standard	03/18/2016	03/31/2019
Milford Police Departn	nent					
	DeVito, Michael A.		744	Standard	05/01/1997	04/30/2019
Monroe Police Departr	ment					
	McKellick, Kevin J.		3255	Standard	12/10/2013	12/31/2019
New Britain Police Dep	partment					
	Hemingway, Patrick W.		3140	Standard	05/28/2013	05/31/2019
New Haven Police Dep	partment					
	Cuddy, Kristine N.		2812	Standard	07/15/2011	07/31/2020
	Kendall, Shayna L.		3551	Standard	06/16/2015	06/30/2021
	Martin, Dana M.E.		3969	Provisional	09/22/2017	09/30/2020
	Werner, Derek L.		3932	Standard	06/21/2017	06/30/2020
New London Police De						
	Brisson-Lopez, Carl C.		3249	General	11/26/2013	11/30/2019
	Wright, Brian M.	Captain	874	Standard	05/01/1997	04/30/2021
Norwalk Police Departi						
	Roncinske, Thomas A.		3478	Standard	02/10/2015	02/28/2021
Old Saybrook Police De	epartmen					
	Segar, Marshall T.	Mr.	649	General	06/01/1997	03/31/2019
Oxford Police Departm	ent					
	Taverner, Jose A.		1261	Standard	02/24/2000	08/31/2020
Police Officer Standard	s & Trai					
	Baden, Tracy A.		1335	General	12/21/2000	11/30/2018
	Peterson, Joann K.		1035	Standard	03/01/1998	08/31/2019
Stamford Police Depart	ment					
Starriora Folico Depare	Junes, Jerry L.		3247	Standard	11/15/2013	11/30/2019
	Molina, Adriana M.		3260	Standard	12/16/2013	12/31/2019
Stratford Police Departs	ment					
	Muschett, Robert M.		3675	Standard	01/20/2016	01/31/2019
University of Connectic				a 83 ME	6 Mind MONTAGE	
offiversity of Confidential	Nesci, Salvatore J.		1411	Standard	09/16/2016	09/30/2019
Mataulius (Ballar B				otanduru	00/10/2010	05/00/2015
Waterbury Police Depar	tment Diaz, Jose E.		2571	Ctandavd	01/07/2010	12/21/2010
	Harvey, Frances R.		2385	Standard Standard	01/07/2010 07/07/2008	12/31/2019 06/30/2020
William II B II B			2505	Standard	3773772000	30/30/2020
Willimantic Police Depar	Solak, Matthew L.		2801	Standard	04/21/2011	04/30/2020
	Solding Fraction L		2001	Standard	0 1/21/2011	UT/30/2020

Academy, HPD

om: Academy, HPD Sent: Thursday, May 24, 2018 3:30 PM To: Benway, Gary; Brais, Aaron; Chesworth, Steven P.; Cote Jr., William; Francis, Michael A.; Gagnon, Rodney A.; Gentry, Mirella; George Jr., Vincent; Gomez, Carlos R.; Gonzalez, Jeffrey (Officer); Greeno Jr., John A.; Labbe, Kenneth; Larrivee, Matthew; Mastroianni, Christopher; Mauro, Joseph P.; Mazzaro, Vincent J.; Medina, Kenneth E.; Miller, John P.; Morande, Jeffrey S.; Oquendo Jr., Alexis; Palmieri, Cesidio E.; Patino, Clide L.; Powell, Ian B.; Pia, Anthony; Prignano, James; Rykowski, Anthony P.; Saenz, Eric A.; Secore, Matthew; Stroud, Jessica; Szewczyk Jr., John; Vendetto Jr., David A.; Verrengia, Michael; Villegas, Daniel Fish, Jeffrey A.; Youens, Jonathan D.; Chauvin, Michael; Franco, Luis Cc: Subject: **POSTC Recertification** Recipient Read Tracking: Benway, Gary Brais, Aaron -Chesworth, Steven P. · Cote Jr., William :: Francis, Michael A., Gagnon, Rodney A. Gentry, Mirella Read: 5/27/2018 12:58 PM "George Jr., Vincent - Gomez, Carlos R. Gonzalez, Jeffrey (Officer) Greeno Jr., John A. - Labbe, Kenneth - Larrivee, Matthew-Mastroianni, Christopher-Mauro, Joseph P ... -Mazzaro, Vincent J. Medina, Kenneth E. Miller, John P. Morande, Jeffrey S. Oquendo Jr., Alexis -Palmieri, Cesidio E. Patino, Clide L. Powell, Ian B. Pia, Anthony Prignano, James V Read: 5/25/2018 10:34 PM -Rykowski, Anthony P. -Saenz, Eric A. Secore, Matthew-

Stroud, Jessica

Recipient Read

Szewczyk Jr., John

Vendetto Jr., David A.

Verrengia, Michael

Villegas, Daniel Read: 5/28/2018 9:58 AM

Fish, Jeffrey A.

Youens, Jonathan D.

Chauvin, Michael

Franco, Luis

Based on a recent audit of your training records, it has been revealed that you have outstanding training credits required for your POSTC recertification.

Please make arraignments during your regular work hours, to stop by or contact the HPD Training Academy no later than Friday, June 1, 2018, to amend these deficiencies, and maintain your POSTC certification.

Please feel free to contact Officer Fish or Franco, for any questions you may have, arraignments that need to be made, or to assure that someone is available at the Academy before you arrive.

Officer Jeffrey Fish

50-883-8227

Fishj003@hartford.gov

Officer Luis Franco

860-985-2373

Franl003@hartford.gov



HARTFORD POLICE DEPARTMENT Personnel Order for Training Assignments

Week Ending 6/23/2018

Chief of P Hartford Police 1 David Rosado

Date of Issue: 6/4/2018	ce Department	f Police	
2018 (n		

Childer 6/18/2018 0800-1600 Recertification Ha		K	To Date	Times	Course	Location
Training Make Up //8/2018 thru 6/22/2018	Dowd, Otto Office		6/22/2018	0800-1600	Recertification	Hartford Police
/18/2018 thru 6/22/2018					Training Make Up	50 Williams Street
18/2018 thru 6/22/2018						Hartford, CT
THIS TRAINING IS A CHANGE OF ASSIGNMENT 6/18/2018 thru 6/22/2018 RDO's Will be Sunday 6/17/18 and Saturday 6/23/18.						
THIS TRAINING IS A CHANGE OF ASSIGNMENT 6/18/2018 thru 6/22/2018 RDO's Will be Sunday 6/17/18 and Saturday 6/23/18.						
RDO's Will be Sunday 6/17/18 and Saturday 6/23/18.	IIS TRAINING IS A CHANGE OF A	SSIGNMENT 6/18/	2018 thru 6/3	22/2018		
	Oo's Will be Sunday 6/17/18 and Sa	turday 6/23/18.				



HARTFORD POLICE DEPARTMENT Personnel Order for Training Assignments

Hartford Police Department Chief of Police David Rosado



A. S.	Ement Date of Issue: 5/29/2018	Cocation		national Police Academy HPD	50 Williams Street	Hartford, CT				
Chief of Police	Hartford Police Department L	Course			Training Make Up 5					
S		To Date Times	6/7/2018 10800-1600	0000						
aining Assignment	23	Date To	6/6/2018 6/7	-				MENT	INITIAL	
Personnel Order for Training Assignments Week Ending 6/9/2018	Week Ending 6/9/2018	Rank	Sergeant					NGE OF ASSIGN	מסוסוסים וחודים	
Per Den Per	W	Name	Holmes, Julie					THIS TRAINING IS A CHANGE OF ASSIGNMENT		



HARTFORD POLICE DEPARTMENT

Chief of Police David Rosado

Hartford Police Department

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Duota Rosaao Chief of Police	Hartford Police Department Date of Issue: 5/20	16	Location	Hartford Police Academy	50 Williams Street	Hartford, CT				
Chief of	Hartford Polic		Course	Recertification	Training Make Up					
			Times	0800-1600						
ments			To Date	6/5/2018 0800-1600						
Personnel Order for Training Assignments	8		Date	6/5/2018				MEN		
el Order for T	Week Ending 6/9/2018		Rank	Officer			101004 10	OF ASSIGN		
Personn	Week E						ACHANOL	ACHANGE		
10RD	Solve Carlotte		Name	Rolande, John			THIS TO AINING IS	THIS TRAINING IS A CHANGE OF ASSIGNMENT		



HARTFORD POLICE DEPARTMENT Personnel Order for Training Assignments

Hartford Police Department David Rosado Chief of Police

S Steller		Sponsor	HDD	0						
lice lepariment Date of Issue: 5/29/2018 54 64 64		Location	Hartford Police Academy	50 Williams Street	TO PURPLE	18,000				
Chief of Police Hartford Police Department L	(Course	Recertification	Training Make Up						
	į	ımes	6/7/2018 0800-1600	6/7/2018 0800-1600	6/7/2018 0800-1600					
ments	T. C.	10 Date	6/7/2018	6/7/2018	6/7/2018					
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Personnel Order for Training Assignments HARTFORD POLICE DEPARTMENT

Hartford Police Department Chief of Police David Rosado

nt Date of Issue: 5/29/2018	Crosos	Sponsor	HPD								
Police 2 Department Date of Issue: 5/29	Location	10111100	Harmord Police Academy	50 Williams Street	Harfford CT	5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5					
Chief of Police Hartford Police Department L	Course	Docortification	recei illication	Training Make Up							
	Times	0800-1800	0001								
ments	To Date	6/4/2018 0800-1600	010450								
Personnel Order for Training Assignments Week Ending 6/9/2018	Date	6/4/2018	2000					BACAIT	INITIAL		
Personnel Order for Tra Week Ending 6/9/2018	Rank	Sergeant						ACION TO	ים אפפופו		
Personn Ell E	Name	Esposito, Ashley						THIS TRAINING IS A CHANGE OF ASSIGNMENT	TONICI O CI ONINITA II OII		



Personnel Order for Training Assignments HARTFORD POLICE DEPARTMENT

David Rosado Chief of Police

Hartford Police Department

ORD	r ersonnet Order jor 1rannag Assignments	Training Assig	กากents		Chief o	Chief of Police	A. C.	
The state of the s	Week Ending 6/9/2018	018			naryora Fond	rauryora rouce Department Date of Issue: 5/29	Date of Issue: 5/29/2018	
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Name	Rank	Date	To Date	Times	Course	Location	Caromon	1
Aatthews, George	Officer	6/4/2018	-	6/5/2018 0800-1600	Recertification	Harfford Police Academy	Sponsor	i
					Training Make Up	50 Williams Street	O.L.	ï
						Hartford, CT		1
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Did not need it



Hartford Police Department
Division of Professional Standards
Internal Affairs Unit



Case Number: I-File #2018-021

Internal Affairs Investigation - Notice to Personnel

November 21, 2018

Officer Luis Franco #J80 City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Officer Franco,

An Internal Affairs Investigation has been initiated in which you have been identified as a witness. This investigation concerns allegations that Assistant Chief Jason C. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Since you have been identified as a witness, an interview needs to be scheduled. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. Please contact me so that a date and time can be arranged to conduct the interview. I can be reached at **O-860-757-4315**.

Assistant Chief Rafael Medina III #L49

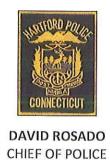
Assigned Investigator

CC: I-File #2018-021

11/31/13



Hartford Police Department Division of Professional Standards Internal Affairs Unit



Internal Affairs Investigation Interview of Department Employee (Witness)

Case Number:

I-File #2018-021

Employee:

Officer Luis G. Franco #J80

Employee Number:

946740

Address:

Hartford Police Department

253 High Street

Hartford, CT 06105

Position or Assignment:

Instructor, Hartford Police Department, Police Academy

Date of Hire:

March 23, 2015

Work Telephone:

860-757-4134

Date of Interview:

December 10, 2018

Time of interview:

1307 Hours

Place of Interview:

Chiefs Complex, 253 High Street (AC Medina's Office), Hartford, CT

Name of Interviewer:

Assistant Chief Rafael Medina III #L49

Assignment of Interviewer: Chief of Operations

Names of Other Persons Present:

Lieutenant Kevin O'Brien #165, Commanding Officer of the Internal Affairs Unit

You are being interviewed as a WITNESS of an internal affairs (IA) investigation.

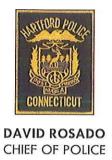
Since you are not the focus of the investigation, neither union representation nor an attorney needs to be present to represent you.

You are required to answer all questions pertaining to your actions, or knowledge obtained, while an employee of the Hartford Police Department. Failure to answer any question may subject you to departmental charges.

If at any time during this interview you feel that your answer might result in disciplinary action being taken against you, advise me and the interview will be suspended until union representation is obtained.



Hartford Police Department 253 High Street Hartford, Connecticut 06103 P: (860) 757-4000 www.hartford.gov/police



This investigation concerns:

allegations that Assistant Chief Jason T. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018.

At the conclusion of any interview with an EMPLOYEE, the investigator should ask:

- Do you have any questions?
- Do you have anything to add that may not have been covered during the interview but will assist us to answer each and every allegation?
- Are you aware of any other persons who might be witnesses to the incident?
- If you recall any specific facts relevant to the allegations after the interview is concluded, then you should contact the investigator and advise him/her of this new information.

At the conclusion of any interview with an EMPLOYEE, the investigator should inform the employee:

- Whatever transpired during the interview is confidential during the investigative process, and you should not inform others of what transpired.
- You should not contact anyone involved in the investigation regarding issues under investigation, particularly the complainant, any civilian witnesses or any other agency employee.

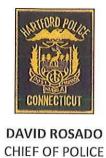
This concludes the interview and you are hereby ordered not to discuss this investigation with any other persons other than your Union or legal representation or an uninvolved peer support person, without prior approval of Labor Relations, as requested through your commanding officer.

Time of conclusion of the interview:

1343 Hours



Hartford Police Department Division of Professional Standards Internal Affairs Unit



December 10, 2018

I-File: #2018-021

Name of Employee:

OFChis G. Franco # J80

I understand that I have a right to have a union representative present during this proceeding. After conferring with a union steward, I hereby (check one):

	-			,	
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DO waive my right to have a union representative present

DO NOT waive my right to have a union representative present

Signature of Employee:

OFC Luis Franco # 58

Date:

December 10, 2018

Time: / 3 04 Hours

Signature of Witness:

Acop for Lycon Lyg Assistant Chief Rafael Medina III #L49

Signature of Witness:

Lieutenant Kevin O'Brien #165

cc:

Employee

Labor Relations (original)

Employee Union



HARTFORD POLICE DEPARTMENT

253 High Street
Hartford, Connecticut 06103
Telephone: (860) 757-4000
Fax: (860) 722-8270
www.hartford.gov



DAVID ROSADO Chief of Police

Internal Affairs Division

Garrity Interview Introduction IAD Case # 2018-021

Today's date is 12/10/18 and the time is 1306 hours.

This interview is about IAD Case # 2018-021.

Being interviewed is Officer Luis G. Franco #J80.

OFC Franco has declined to have a Union Representative present for the interview.

I, Assistant Chief Rafael Medina III #L49, Commanding Officer of Field Operations for the Hartford Police Department, am conducting this interview. Assisting me with this interview is Lieutenant Kevin O'Brien, Commanding Officer of the Internal Affairs Division.

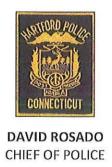
Officer Franco, you are aware that this is an administrative interview and your **Garrity Rights** apply?

You are required to answer all Internal Affairs investigator's questions narrowly, directly and truthfully. If you refuse to answer the questions or fail to give truthful answers, you will be subject to disciplinary action up to and including dismissal. Do you understand these rights?

Under the **Weingarten Ruling**, you have the right to Union Representation which you (have / have not) chosen for this case. Is this correct?



Hartford Police Department Division of Professional Standards Internal Affairs Unit



Internal Affairs Investigation Interview of Department Employee (Witness)

Case Number:

I-File #2018-021

Employee:

Officer Luis G. Franco #J80

Employee

946740

Number:

Address:

Hartford Police Department

253 High Street Hartford, CT 06103

Position or Assignment: Instructor, Hartford Police Department, Police Academy

Date of Hire:

March 23, 2015

Work Telephone:

860-757-4134

Date of Interview:

January 23, 2019

Time of interview:

1211 Hours

Place of Interview:

Internal Affairs Interview Room, 253 High Street, Hartford, CT

Name of Interviewer:

Assistant Chief Rafael Medina III #L49

Assignment of Interviewer:

Chief of Operations

Names of Other Persons Present:

Lieutenant Kevin O'Brien #165, Commanding Officer of the Internal Affairs Unit

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You are being interviewed as a WITNESS of an internal affairs (IA) investigation.

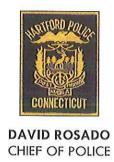
Since you are not the focus of the investigation, neither union representation nor an attorney needs to be present to represent you.

You are required to answer all questions pertaining to your actions, or knowledge obtained, while an employee of the Hartford Police Department. Failure to answer any question may subject you to departmental charges.

If at any time during this interview you feel that your answer might result in disciplinary action being taken against you, advise me and the interview will be suspended until union representation is obtained.



Hartford Police Department 253 High Street Hartford, Connecticut 06103 P: (860) 757-4000 www.hartford.gov/police



This investigation concerns:

allegations that Assistant Chief Jason T. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018.

At the conclusion of any interview with an EMPLOYEE, the investigator should ask:

- Do you have any questions?
- Do you have anything to add that may not have been covered during the interview but will assist us to answer each and every allegation?
- Are you aware of any other persons who might be witnesses to the incident?
- If you recall any specific facts relevant to the allegations after the interview is concluded, then you should contact the investigator and advise him/her of this new information.

At the conclusion of any interview with an *EMPLOYEE*, the investigator should inform the employee:

- Whatever transpired during the interview is confidential during the investigative process, and you should not inform others of what transpired.
- You should not contact anyone involved in the investigation regarding issues under investigation, particularly the complainant, any civilian witnesses or any other agency employee.

This concludes the interview and you are hereby ordered not to discuss this investigation with any other persons other than your Union or legal representation or an uninvolved peer support person, without prior approval of Labor Relations, as requested through your commanding officer.

Time of conclusion of the interview:

1235 Hours



HARTFORD POLICE DEPARTMENT

253 High Street Hartford, Connecticut 06103 Telephone: (860) 757-4000 Fax: (860) 722-8270 www.hartford.gov



DAVID ROSADO Chief of Police

Internal Affairs Division

Garrity Interview Introduction IAD Case # 2018-021

Today's date is 1/23/19 and the time is /2//	// hours.
--	-----------

This interview is about IAD Case # 2018-021.

Being interviewed is Officer Louis G. Franco #J80.

Officer Franco has decided to have union representation present for the interview.

I, Assistant Chief Rafael Medina III #L49, Commanding Officer of Field Operations for the Hartford Police Department, am conducting this interview. Assisting me with this interview is Lieutenant Kevin O'Brien, Commanding Officer of the Internal Affairs Division.

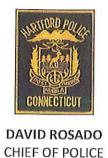
Officer Franco, you are aware that this is an administrative interview and your **Garrity Rights** apply? Interview

You are required to answer all Internal Affairs investigator's questions narrowly, directly and truthfully. If you refuse to answer the questions or fail to give truthful answers, you will be subject to disciplinary action up to and including dismissal. Do you understand these rights? Int

Under the Weingarten Ruling, you have the right to Union Representation which you (have / have not) chosen for this case. Is this correct? Interest.



Hartford Police Department Division of Professional Standards Internal Affairs Unit



Date:

January 23, 2019

I-File: #2018-021

Name of Employee:

Officer Louis G. Franco #J80

I understand that I have a right to have a union representative present during this proceeding. After conferring with a union steward, I hereby (check one):

	DO waive my right to have a union representative present
\boxtimes	DO NOT waive my right to have a union representative present

Signature of Employee:

Officer Louis G. Franco #180

Date:

January 23, 2019

Time: 1214

14 Hours

Signature of Witness:

HPDII

OFF J. SUGNBO

1>48

Signature of Witness:

Lieutenant Kevin O'Brien #165

cc:

Employee

Labor Relations (original)

Employee Union

POST Credit Make Up

AREA	TOPIC	INSTRUCTOR
200	Legal Update	Eric Daigle
209	Use of Force	Jonathan Youens
301	Firearms	Jeffrey Fish
401	Human Behavior	Jeffrey Fish
402	Stress Management	Theresa Velez
403	Police and The Public	Theresa Velez
404	Juvenile Law	Nicole Mordasiewicz
407	Substance Abuse Issues	Theresa Velez
410	Citizens with Special Needs	Nicole Mordasiewicz
512	Sex Assault and Rape Crisis	Nicole Mordasiewicz
524	Crimes Motivated by Bigotry & Bias	John Szewczyk
602	Problem Oriented Policing	Theresa Velez
607	Domestic Violence	Nicole Mordasiewicz
618	Report Writing	Nicole Mordasiewicz
622	Personal Protective Equipment (PPE)	Jonas Riccitelli
624	Gangs & Gang Violence	Eric Lemke
625	Missing Persons	Nicole Mordasiewicz
629	Blue on Blue	Jeff Morrison





STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

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Officer Receiving Training Signature

Date

sdemeanor.

Training Officer's Signature

Date

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Legal Update Exam

a. True

b. False

	· ·
1	a. Felony b. Misdemeanor
2	. A family with special needs "FWSN" involves a child between and years old.
	 With respect to Crowd Control and First Amendment protections officers should focus on which things? a. Content neutral time b. Place c. Manner restrictions d. All the above e. None of the above The Supreme Court affirmed a Federal Circuit's judgement holding that the free speech clause does not regulate government speech and that the government's own speech is exempted from first amendment scrutiny.
	a. True b. False
5.	When conducting a protective sweep during the arrest of a suspect officers must limit their search to where a person may be hiding. a. True b. False
6.	Officers can move a suspect to any area they want without justification and can then conduct a protective sweep. a. True b. False
7.	Once a protective sweep is completed and the area is secured officers can freely search

- 8. A" SWATTING" incident is now considered what class felony.
 - a. Class A Felony
 - b. Class B Felony
 - c. Class C Felony
 - d. Class D Felony
- 9. Stalking in a Domestic Violence case can now include the use of electronic or social media methods.
 - a. True
 - b. False
- 10. The intentional interference with a Blind, Deaf, or Mobility Impaired persons use of a guide or assistance dog is a
 - a. Felony
 - b. Misdemeanor
 - c. Verbal Warning
 - d. Ticket

2017- 2018 LEGAL UPDATE





ERIC P. DAIGLE, ESQ.

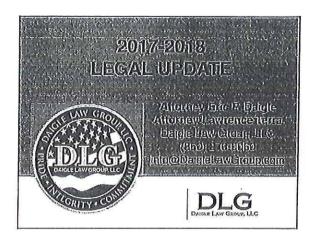
Daigle Law Group, LLC P.O. Box 123, Southington, Ct 06489 (860) 270-0060 www.DaigleLawGroup.com

FOLLOW DLG ON









What's New in 2017/2018

- Juvenile Law
- Public Acts
- United States Supreme Court
- Second Circuit Court of Appeals
- State Supreme Court Decisions
- Connecticut Court Decisions

DLG

JUNEVILLE LAW

■2017 Juvenile Law Public Acts.

DLG

PA16-147 FWSN (Effective August 15, 2017)

- "Family with service needs" involves a child between 7 and 17 years old who:
- (A) has without just cause run away from the parental home or other properly authorized and lawful place of abode,
- (B) is beyond the control of the child's or youth's parent, parents, guardian or other custodian,
- (C) has engaged in indecent or immoral conduct, or
- (D) is a truant or habitual truant or who, while in school, has been continuously and overtly defiant of school rules and regulations, or
- (E)] is thirteen years of age or older and has engaged in sexual intercourse with another person and such other person is thirteen years of age or older and not more than two years older or younger than such child; [or youth;]

DLG

The Sexibgilaw CGS \$566-1966

- SENDER:

 - SENDEH:

 ➤ under age 16

 ➤ knowingly and voluntarily transmits a visual depiction of themselves engaged in sexually explicit conduct

 ➤ by means of an electronic communication device

 ➤ to a person under age 18;

- RECIPIENT:

 ➤ any age under 18

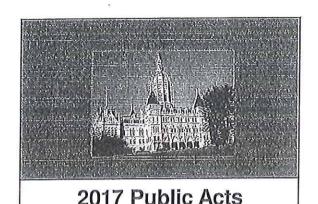
 ➤ receives a visual depiction of the sender, under age 16, engaged in sexually explicit conduct

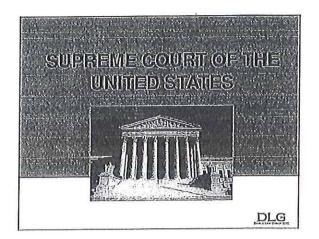
 ➤ by means of an electronic communication device;

- Class A Misdemeanor

DLG

- Effective January 1, 2017, A new Juvenile Arrest Warrant form, JD-JM-176, Rev 1-17 must be used. The form is available on PRAWN or it can be found and filled out online alt http://www.jud2.ct.gov/webforms/forms/jm176_17.pdf.
- For all arrest warrants, juvenile and adult, if a Social Security number is necessary in the affidavit, display it as "XXX-XX-1234."
- When signing the warrant, the judge will also:
- A, order that the child be released to a responsible adult and served with a
- B, set ball or order detention if ball not posted;
- C, remand the child to detention upon finding a ground for detention;





2017-2018

Hot Topics

DLG

- First Amendment / Crowd Control
- Matal v.Tam, 581 U.S. (2017)- Hate Speech
- Perez v. Florida Threatening
- Use of Force / Mental Illness response
 - County of Los Angeles v. Mendez





Metal v.Tam

- The Supreme Court provided a useful definition of what a hate speech is as well as it's relation to the First Amendment.
- Does a trademark constitutes a representation in any way of the government's point of view.
- This case is important to Law Enforcement operations in dealing with crowd control and management policies, training and articles.
- Preparation to address these crowds is best achieved through policy, training and application of how to manage crowds while protecting First and Fourth Amendment rights.
- In teaching officers the protections afforded by the First Amendment we focus on content neutral-time, place or manner restrictions,
- . Don't focus on what the protestors say but what they do.

DLG

acis

- Simon Tam is the lead singer of "The Slants". He chose this moniker in order to reclaim and take ownership of stereotypes about people of Asian ethnicity.
- Tam sought federal registration of "THE SLANTS," on the United States Patent and Trademark Office (USPTO), but an examining attorney at the USPTO rejected the request. Tam contested the denial of registration before the examining attorney and before the USPTO's Trial and Appeal Board (TTAB) but to no avail. Eventually, he took the case to federal court, where the en banc Federal Circuit ultimately found the disparagement clause facially unconstitutional under the First Amendment's.

Decision and Reasoning

- The Supreme Court affirmed the Federal Circuit's judgment holding that:
 - 1. The First Amendment prohibits Congress and other government entities and actors from abridging the freedom of speech; the First Amendment does not say that Congress and other government entities must abridge their own ability to speak freely.
 - 2. The Free Speech Clause does not regulate government speech. The Government's own speech is exempt from First Amendment scrutiny.
 - 3. The First Amendment forbids the government to regulate speech in ways that favor some viewpoints or ideas at the expense of others, but imposing a requirement of viewpointneutrality on government speech would be paralyzing.

Decision and Reasoning

- 4. Public expression of ideas may not be prohibited merely because the ideas are offensive to some of their hearers. For this reason, the disparagement clause cannot be saved by analyzing it as a type of government program in which some content and speaker based restrictions are permitted.
- 5. Hate speech is speech that demeans on the basis of race, ethnicity, gender, religion, age, disability, or any other similar ground; but the proudest boast of our free speech jurisprudence is that we protect the freedom to express the thought that we hate.

DLG

Matel witam 581 U.S. (2017)

Conclusion:

This case is important because it finally concluded that trademarks constitute private, not government speech. Such conclusion could easily be extended to other situations where we need the government's protection or authorization to conduct our business.

Additionally, by Issuing an opinion as to what a hate speech is, the Court is giving law enforcement additional tools when they have to be in the middle of any kind of exercise under the First Amendment. Even in situations where what we hear can offend or affect us in any way, knowing what is protected and what is not, allow us to prepare better for these

DLG

GERMONANDEKIED Históriandment Considerations Stoute Regulie Statesto (Rióve Intentite Sustan Threat Gonyi citons

- On March 6, 2017, Justice Sonia Sotomayor issued an interesting concurring opinion in Perez vs. Florida.
- In her opinion, the Justice stated that if First Amendment concerns would have been raised in the certiorari, the Supreme Court would have clarified the burden of proof that States should have to sustain threat convictions

Perez vs. Horida

Robert Perez and friends were drinking a mixture of vodka and grapefruit juice at the beach.
The group went to a nearby liquor store to buy more ingredients for the drinks. At the store, Perez called the mixture a "Molly cocktail".

An employee who overheard the conversation believed that he was referencing to an incendiary "Mollature pocktail".

believed that he was referencing to an incendiary "Molotov cocktail". The employee asked Perez if he was going to burn anything up and Perez and his friends made a joke about it. Perez was inebriated and continued the banter, telling another employee that he had a Molotov cocktail and could blow the whole place up.

DLG

Perez vs. Florida

- Perez later returned to the store and said that he was going to blow-up the whole
- The State prosecuted Perez for violating a Florida statute that makes it a felony to threaten to throw, project, place, or discharge any destructive device with intent to do bodily harm to any person or with intent to do damage to any property of any person.

Perez vs. Hoddel

- " The trial court instructed the jury that they could return a guilty verdict if the State proved two elements:
- = 1) The threat itself; and
- 2) that Perez intended to make the threat.

Perez vs. Florida

- The Supreme Court denied the writ of certiorari without issuing an opinion. Justice Sotomayor issued an opinion concurring with the decision.
- In her view, the jury instruction and Perez's conviction raised serious First Amendment concerns that would have been worthy of review by the Supreme Court. However, because the Appellant did not raise them in the lower courts, the Supreme Court had to deny the writ of certiorari.

DLG

Perez vs. Florida

Justice Sotomayor explained that to sustain a threat conviction, States must prove more than the mere utterance of threatening words, some level of intent is required. Additionally, it is not enough that a reasonable person might have understood the words as a threat, a jury must find that the speaker actually intended to convey a threat. Instead of being instructed to weigh this evidence to determine whether Perez actually intended to convey a threat—or even whether a reasonable person would have or even whether a reasonable person would have construed Perez's words as a threat, the jury was directed to convict solely on the basis of what Perez stated. In an appropriate case, the First Amendment does not permit such a shortcut.

Pennilssible Regulations of First Amendment Activities

- Time, place, and manner restrictions:
- Must be content-neutral
- Must further a significant governmental interest
- Must be narrowly tailored to advance that interest
- Must leave open alternative means of communication (Fliers)
- · Restrictions cannot be based on a disagreement with the message of the speech based on the subjectmatter speech
- Restrictions based on hostile reaction of listeners are also content based

DLG

DISTRAUGHT PEOPLE, DEADLY RESULTS Officers often lack the training to approach the mentally unstable, experts say

White v. Pauly (2017)

- SCOTUS Defends Qualified Immunity in Police Shooting Case
- Qualified Immunity:
 - 1.Do the facts as alleged by the plaintiff show the officer's conduct violated a constitutional
 - 2. Was the right clearly established and how is it determined?
 - · Would it be clear to a reasonable officer that his conduct was unlawful in the situation he confronted?

DLG

Facts

- Daniel Pauly was involved in a road-rage incident with two women.
 The woman called 911 to report Pauly as a "drunk driver," who was "swerving all crazy."
 Felt Threatened and pulled over
- A brief, non-violent confrontation between the parties ensued
- Drove to home and officer dispatched to the
- Met with the woman and conducted an initial investigation of the allegations.

White v. Feuly

- Upon arriving out that house, Officers approached covertly and observed Pauly's truck and two men moving around inside the house.
- The officers radioed for Officer White to assist.
- » Prior to Officer White's arrival, the Pauly brother became aware of the officers presence and asked "who are you" and "what do you want."
- The officers responded "Hey, [explicative], we " got you surrounded. Come out or we're coming in." Officers Truesdale shouted once: "Open the door, State Police, open the door."

White v. Pauly

- Officer Mariscal also yelled to open the door. While the brother heard the officers yell they were coming in, they did not hear the officers identify themselves.
- The Pauly brothers armed themselves and Officer Truesdale shouted "Open the door, come outside." Officer White arrived on scene just as one of the brothers said "we have guns."

White v. Pauly

- Upon hearing this statement, Officer White drew his gun and took cover behind a stone wall, and Officer Mariscal took cover behind the truck.
- A few second after shouting "we have guns,"
 Daniel Pauly stepped part way out of the back door and fired two shots while screaming loudly. A few seconds later, Samuel Pauly opened the front door and pointed a handgun in Officer White's direction.
- Officer Mariscal fired at Samuel but missed. "Four to five seconds later" Officer White shot and killed Samuel.

White v. Pauly

- Samuel's estate and Daniel Pauly filed a lawsuit against Officers Mariscal, Truesdale, and White, including a § 1983 action for excessive force.
- All three officer moved for summary judgment on qualified immunity grounds. White in particular argued that the Pauly brothers could not argue that his use of force violated their Fourth Amendment rights, and that Samuel's Fourth Amendment rights under the circumstances was not clearly established.
- The District Court denied the officers' motions for summary judgment.

- The Court of Appeals for the Tenth Circuit affirmed the District Court's decision.
- As to Officers Truesdale and Mariscal, the As to Officers Truesdale and Mariscal, the Appellate Court held that "fajccepting as true plaintiffs' version of the facts, a reasonable person in the officers' position should have understood their conduct would cause Samuel and Daniel Pauly to defend their home and could result in the commission of deaths force against Samuel Pauly by Officer. deadly force against Samuel Pauly by Officer White."

Officer White's claim separately

- ""
 "Officer White did not participate in the events leading up to the armed confrontation, nor was he there to hear the other officers ordering the brothers to 'Come out or we're coming in."" Despite the fact that "Officer White . . . arrived late on the scene and heard only 'We have guns' . . . before taking cover behind a stone wall,"
- The Appellate Court held that a jury could have concluded that White's use of deadly force was not reasonable.

Officer White's claim separately

- The Appellate Court also held that this rule—that a reasonable officer in White's position would believe that a warning was required despite the threat of serious harm—was clearly established at the time of Samuel's death.
- The Appellate Court concluded that a "reasonable officer in White's position would have known that, since the Paulys could not have shot him unless he moved from his position behind a stone wall, he could not have used deadly force without first warning Samuel Pauly to drop his weapon."

DFG

White v. Pauly

The United States Supreme Court (SCOTUS) vacated the Appellate Court's judgment and found that Officer White did not violate clearly established law on the record described by the Court of Appeals.

The SCOTUS reiterated the longstanding principle that "clearly established law should not be defined at a high level of generality."

DLG

White v. Pauly

The USSC further stated that "clearly established law must be particularized to the facts of the case." The USSC found that the Appellate Court "failed to identify a case where an officer acting under similar circumstances as Officer White was held to have violated the Fourth Amendment."

DLG

White v. Pauly

- The Appellate Court relied on Graham v. Connor, Garner v. Tennessee, and their Court of Appeals progeny in reaching their decision.
- The SCOTUS stated that these cases do not by themselves "create clearly established law outside an 'obvious case."

DLG

White v. Pauly

- The SCOTUS found it significant that the Appellate Court, through its own words, found this case was not a "run-of-the-mill Fourth Amendment violation" in that it stated, "This case presents a unique set of facts and circumstances in light of White's late arrival."
- The SCOTUS stated, "This alone should have been an important indication to the majority that White's conduct did not violate a 'clearly established' right."

DLG

White v. Fauly

- The SCOTUS found, "Clearly established federal law does not prohibit a reasonable officer who arrives late to an ongoing police action in circumstances like this from assuming that proper procedures, such as officer identification, have already been followed."
- "No settled Fourth Amendment principle requires that officer to second-guess the earlier steps already taken by his or her fellow officers in instances like the one White confronted here."

Governo of Los Angeles v. Mendez

- 9th Circuit "Provocation Rule" is an Unwarranted and Illogical Expansion of Graham v. Connor
 - Eliminated the 9th Circuit's "Provocation Rule," finding that once a use of force is deemed reasonable under Graham v. Connor, it may not be found unreasonable in reference to a separate constitutional violation.

DLG

li/ieindiez

In October 2010, Deputies Conley and Pederson were assigned to a task force established to locate a wanted parolee named Ronnie O'Dell ("O'Dell). A felony arrest warrant had been issued for

O'Dell, who was believed to be armed and

dangerous.

The task force received a tlp from a confidential informant that a man fitting O'Dell's description was riding a bicycle in front of a residence owned by a woman named Paula Hughes.

DLG

Mendez

- The officers were also told that "a male named Angel Mendez" lived in the backyard of the Hughes residence with a pregnant woman named Jennifer Garcia (now Mrs. Mendez.)

 The task force's plan for apprehending O'Dell
- provided for some officers to approach the front door of Ms. Hughes' residence, while Conley and Pederson would search the rear of the property and cover the back door of the residence.
- The officers did not have a search warrant to enter Hughes' property.
- Question Ms. Hughes at the door

DLG

Wielneleza

- · Officers searched her home, but did not locate O'Dell.
- Meanwhile, Conley and Pederson, with guns drawn, searched the rear of the residence, which included three metal storage sheds and a one-
- The shack was surrounded by an air conditioning unit, electric cord, water hose, and other belongings, and had a single doorway covered by a blue blanket.
- The deputies did not have a search warrant, and did not knock and announce their presence.

Wendez

- When the deputies entered the shack, they saw the silhouette of an adult male holding what appeared to be a rifle pointed at them.
 Conley yelled "Gun!" and both deputies fired 15
- shots in total. Both Mendezes were injured by the
- Mr. Mendez required amputation of his right leg below the knee, and Ms. Mendez was shot in the
- The weapon in question was a BB rifle that closely resembled a small caliber rifle, which Mr. Mendez kept in the shed for use on rats and other pests.

Miletalet2

" The district court held that the officers violated the 4th Amendment warrant requirement, as the warrantless entry into the shack was a 4th Amendment search and was not justified by exigent circumstances or another exception to the warrant requirement. The court also found that the officers violated the 4th Amendment knock-and-announce rule.

Mendez

- The district court concluded, however, that the officers' use of force was reasonable "given their mistaken belief that a man was holding a firearm threatening their lives."
- The District Court, nevertheless, held the officers liable for excessive force under the 9th Circuit's "provocation rule," and awarded damages in the amount of \$4 million.

DLG

Wiendez

- The Ninth Circuit's "provocation rule" provides that "an officer's otherwise reasonable (and lawful) defensive use of force is unreasonable as a matter of law, if (1) the officer intentionally or recklessly provoked a violent response, and (2) that provocation is an independent constitutional violation."
- The provocation rule essentially "uses another constitutional violation to manufacture an excessive use of force claim where one would not otherwise exist."

DLG

Mendez

If a court finds an officer's use of force reasonable under <u>Graham</u>, the provocation rule instructs a court to ask whether the officer violated the 4th Amendment in some other way leading up to the event. If so, the separate 4th Amendment violation renders the use of force unreasonable "as a matter of law."

DLG

Mendez

- The provocation rule is incompatible with the Supreme Court's excessive force jurisprudence, which sets forth a settled and exclusive framework for analyzing whether the force used in making a seizure complies with the 4th Amendment.
- The operative question in such cases is "whether the totality of the circumstances justifie[s] a particular sort of search or seizure."

DLG

Mendez

- When an officer carries out a seizure that is reasonable, taking into account all relevant circumstances, there is no valid excessive force claim.
- The provocation rule, however, instructs courts to look back in time to see if a different 4th Amendment violation was somehow tied to the eventual use of force, an approach that mistakenly conflates distinct 4thAmendment claims.

DLG

Mendez

- The Supreme Court reasoned "an excessive force claim is a claim that a law enforcement officer carried out an unreasonable seizure through a use of force that was not justified under the relevant circumstances. It is not a claim that an officer used reasonable force after committing a distinct Fourth Amendment violation, such as
- unreasonable entry."

 The Supreme Court further reasoned that by "conflating excessive force claims with other Fourth Amendment claims, the provocation rule permits excessive force claims that cannot succeed on their own terms."

Corey Hilli v. Christopher Miracle 640ii:

- Appeals Court Issues Guidelines for Use of Force in Non-Criminal Emergencies
- 911 call from the Plaintiff's girlfriend claiming Hill may be having a diabetic emergency.
- Four EMS personnel began treating Hill but after a short time Hill became combative and disoriented.
- At one point a Paramedic was able to prick Hill's finger and determine that Hill's blood sugar was extremely low
- When Hill continued his combative behavior, the Deputy applied the Taser to Hill's thigh in "Drive-Stun" mode

DLG

141111

The Court determined that applying the *Graham* standards in this situation "was" equivalent to a baseball player entering the batter's box with two strikes already against him". The Court went on to determine that because the factors in *Graham* are not applicable in medical cases, it is necessary to identify a different set of factors for evaluating an officer's actions in non-criminal cases.

DLG

RM

- The Court also found that Deputy Miracle was entitled to Governmental Immunity on the state law claim of Assault and Battery.
- Observing that no other Appellate Court had provided any guidance on how to assess objective reasonableness under the these circumstances, the Court fashioned a new test for use of force in medical emergency situations:

DLG

PHI Need

- 1. Was the person experiencing a medical emergency that rendered him incapable of making a rational decision under circumstances that posed an immediate threat of serious harm to himself or others?
- 2. Was some degree of force reasonably necessary to ameliorate the immediate threat?
- 3. Was the force used more than reasonably necessary under the circumstances (i.e., was it excessive?)

DLG

Roell v. Hamilton County, Chio, (64 Glv 2017)

- While Subject's Diminished Capacity Must be Taken Into Account, It Does Not Preclude Officers From Using Reasonable Amount of Force to Bring Subject Under Control
- Gary Roell, who suffered from a mental illness, entered into a state of excited delirium, and created a disturbance at his neighbor's condominium, including throwing a flower pot through her window

DI.G

Rocll

- Estate filed §1983 claims excessive force – Summary Judgment Qualified Immunity – Appeal
- Ruling The level of force used by the deputies in restraining Roell and effectuation his arrest did not violated any clearly established law and, therefore, did not violate Roell's 4th Amendment rights.

Roell

- The first Graham factor supports a finding that some degree of force was justified to restrain and arrest Roell, as the deputies found Roell half-naked, muttering to himself, and standing next to a window that he had broken. Looking at the second Graham factor also indicated that the deputies' use of force was warranted.
- When the deputies first encountered Roell, he was "holding objects that could have been used as weapons amid a scene of property destruction."

DLG

Roell

- The court found, therefore, that the deputies had a reasonable basis to believe that Roell presented "an immediate threat to the [neighbor] and to the deputies themselves."
- With respect to the third *Graham* factor, the undisputed record shows that Roell was actively resisting arrest and the deputies' attempts to restrain and handcuff him by kicking, flailing, and wriggling away from their grasp.

DLG

Roell

- The Appellate Court, however, stated that the Graham analysis is not an end to their excessive use of force inquiry. The Court stated that it must also analyze whether the "totality of the circumstances justified the particular sort of seizure imposed on Roell."
- The Court found that while the deputies were unaware that Roell was in a state of excited delirium, Huddleston stated that Roell's behavior indicated that Roell was suffering from some sort of mental illness.

DLG

Roell

- The Appellate Court found, therefore, that the deputies were "required to take into account Roell's diminished capacity before using force to restrain him."
- The Appellate Court agreed with the district court's finding that the "fact that Roell's resistance was probably caused by his excited delirium did not preclude the deputies from using a reasonable amount of force to bring him under control."

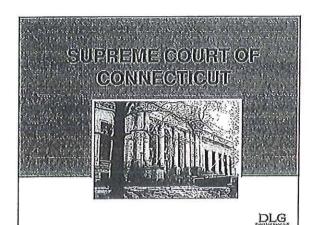
Roell

- The Appellate Court found that they did not need to definitively answer the question of whether the degree of force utilized was reasonable because, at the time of the alleged violation, there was no clearly established law that the degree of force used by the deputies violated Roell's 4th Amendment rights.
- The Appellate Court stated that it needed to determine whether a "reasonable officer would have known that the forcible physical restraint employed in this case against an individual who appeared mentally impaired, yet posed a potential threat to the officers and to others, violated that person's Fourth Amendment rights."

DLG

Roell

- The Appellate Court found that Nancy Roell could not point to case law that clearly established that the deputies violated Roell's 4th Amendment rights in effectuation his arrest.
- The Court stated, "Even assuming that lawenforcement officers must "adjust the application of force downward" when confronted with a conspicuously mentally unstable arrestee,..., no precedent establishes that the level of force used by the deputies in this case was excessive or that the deputies were required to use only verbal deescalation techniques."



State v. Edwards 325 Gonr. 97(2017)

Police had search warrants for the defendant's home and car. He drove home and was subjected to a motor vehicle stop. He was removed from the car, patted down and advised of the search warrants.

He was advised that he could leave, but he decided to stay on the property, where he was free to walk about and congregate with other family members. The vehicle

was seized.

State v. Edwards

- HOLDING: The court rejected the defendant's claim that the ruse was used to get him to the police station and was likely to elicit an incriminating response.
- The court held the ruse was neither intended nor, did it in fact, cause the defendant's statements. The defendant was not subjected to interrogation for the purposes of Miranda warnings.

State v. Edwards

- As a ruse to arrest, the police later invited the defendant to come to the police station to retrieve the seized car.
- Upon his arrival, he was arrested. During the booking process the defendant was asked the standard biographical information.
- During the booking process the defendant volunteered unsolicited information that was used against him.

State v. Kono

824 Conn. 60 (20(7)

- The court has held that the warrantless dog sniff of
- The court has held that the warrantless dog sniff of the front door of a residential condominium for marijuana, launched from the common hallway in a multiunit complex, constituted an unlawful search under the state constitution.

 The court concluded that while the police had a lawful right to be in the common hallway, their use therein of a specially trained drug detection dog to sniff the front door of a private residence was akin to using sensory enhancing technology and invaded the defendant's reasonable expectation of privacy in his residence regardless of the fact that dog could only detect the odor of contraband substances.

DLG

State v. Kono

- Kono does not implicate:
- (1) the ability of the police to lawfully enter, and be physically present in, the common area of a multiunit structure based on proper consent, or consistent with the implied invitation that exists for other nonresidents to do so. Information obtained via the officer's own unenhanced senses while lawfully present in a common area remains fair game.

•

State v. Kono

(2) the ability of the police to lawfully use a specially trained drug detection dog to sniff motor vehicles and personal possessions such as luggage in public places. Note, however, that Connecticut has yet to address the question whether the use of a specially trained dog in such applications constitutes a search under the state constitution.

State v. Kono

(3) the ability of the police to lawfully use a specially trained detection dog without a warrant pursuant to an exception to the warrant requirement, such as exigent circumstances or an emergency.
Practically speaking, such circumstances may be rare in the case of a drug dog, but one can imagine such circumstances arising in the case of a tracking dog.

State v. Kono

- Kono differs analytically from the decision of the US Supreme Court in Florida v. Jardines, U.S., 133 S.Ct. 1409 (2013), in which the police brought a specially trained drug detection dog onto the front porch of a private residence and directed it to sniff the front door area, and the court concluded that, in doing so, the police violated the 4th Amendment by exceeding the scope of their implied public invitation to enter upon private property.
- Regardless of this analytical distinction, the end result of Kono and Jardines is the same whether the residence is a single family home or a multi-family residential structure.

DLG

State v. Edmonds

323 Conn. 34 (2016)

- In this case, the court concluded that the following observations made by the police did not support a reasonable suspicion that criminal activity may have been afoot:
- At about 7 p.m., when it was dark, officers observed the defendant standing in the shadows of the parking lot of a Subway sandwich shop. When officers drove into the lot in police cruisers, the defendant turned and began to walk away, and moved his hands in the area of his waistband.

DLG

State v. Edmonds

The court discounted the significance of the arm movements because there was no testimony regarding any gun-shaped bulge in the defendant's clothing, or other information or indication known to the officers that the defendant was armed, nor was there any testimony that the defendant's gait or movements was suspiciously awkward, or that his arm movement was typical of persons carrying a weapon.

State v. Edmonds

- The court was also dubious of the officers' testimony at the suppression hearing describing the defendant's arm movements as relating to his waistband based on the fact that this specific description was not contained in the police report.
- The court was "extremely wary of sanctioning a seizure in the absence of truly specific and articulable evidence that the defendant was engaged in criminal conduct"

CONNECTION APPALLATE COURT

- In State v. Purcell, 174 Conn. App. 401 (2017), the court held that the following statements made by the defendant during custodial interrogation did not constitute clear and unequivocal invocations of his right to counsel: "See, if my lawyer was here, I'd then, I'd, we could talk. That's, you know, that's it" and "I'm supposed to have my lawyer here. You know that." The court's decision, of course, was influenced by the full factual context, which is too detailed to repeat here.
- Presently, under both federal and state constitutional law, the invocation of the Miranda right to counsel:

DLG

State v. Purcell

- "requires, at a minimum, some statement that can reasonably be construed to be an expression of a desire for the assistance of an attorney." McNeil v. Wisconsin, 501 U.S., at 178.... But if a suspect makes a reference to an attorney that is ambiguous or equivocal in that a reasonable officer in light of the circumstances would have understood only that the suspect might be invoking the right to counsel, ifederal constitutional] precedents do not require the cessation of questioning.

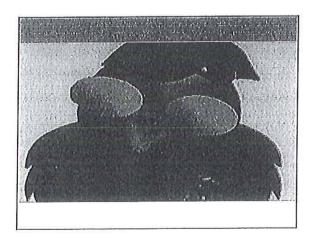
 Davis v. United States, 512 U.S. 452, 458-59 (1994), "The relevant inquiry is solely whether a reasonable police officer objectively would have accepted the defendant's statement as an unambiguous and unequivocal invocation of his right to counsel."

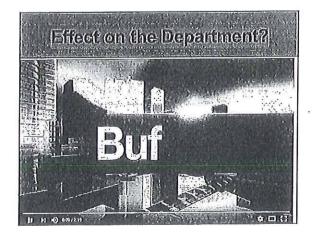
 State v. Anonymous, 240 Conn. 708, 724 (1997). As both of these cases warn, when faced with an ambiguous or equivocal statement regarding counsel, law enforcement officers are best advised as a matter of good practice to seek a clarification, but they are not required under Miranda either to ask clarifying questions or to cease questioning altogether.

State v. Purcell 174 Conn. App. 401 (2017

The Appellate Court also rejected claims by the defendant under the state constitution, and as a matter of supervisory authority, that they adopt a "stop and clarify" rule requiring that the police <u>must</u> stop questioning and clarify any even equivocal and ambiguous statements made by the suspect that arguably could constitute an invocation of the right to course. right to counsel. The defendant has sought review of all of the foregoing issues in our Supreme Court.

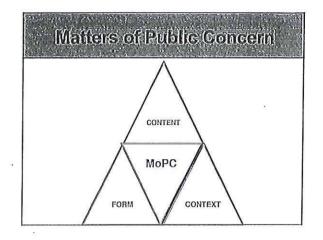
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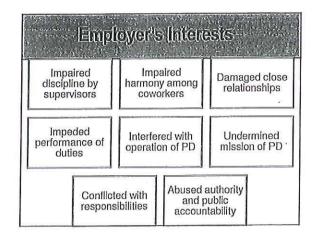


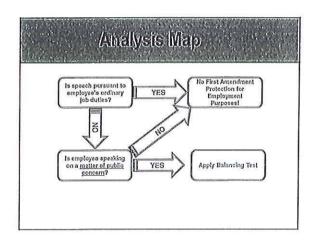


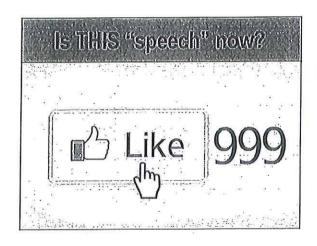
Three Part Test

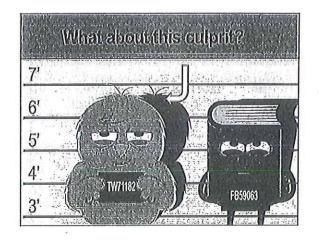
- 1. Was the speech a part of the employee's ordinary job duties?
- 2. Did speech touch on a matter of public concern?
- 3. On balance, whose interests are more important?

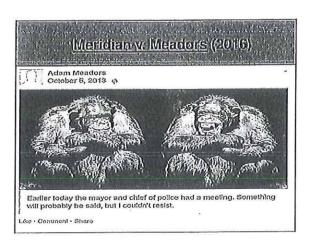






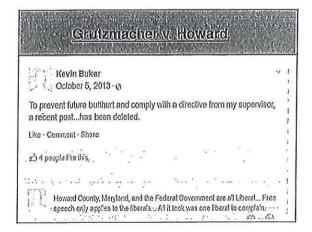


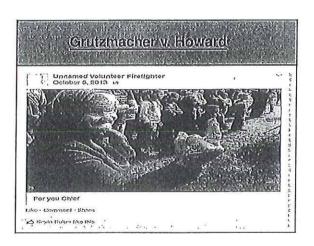




Merketan v. Meadors (2016)

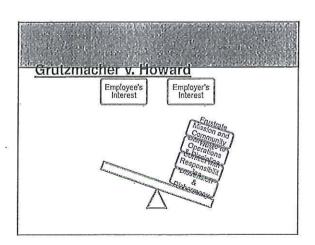
- Meant to be a joke, but knew it may offend.
- Fired for violations of MPD and civil service codes of conduct.
- Not matters of public concern.
- Mississippi Appeals Court says post was inherently racially insensitive and/or demonstrative insubordination toward his superiors.





Currizmacher v. Howard

- Matter of public concern???
 - YES: the post about "liberals" was lexicon commonly used in the gun culture; and post about department's social media policy.



Livemen v. Offy of Petershing. (4th Op. 2016)

- "Negative comments on the Internal operations of the Bureau, or specific conduct of supervisors or peers that impacts the public's perception of the department is not protected by the First Amendment"
- "Officers may comment on issues of general or public concern (as opposed to personal grievances) so long as the comments do not disrupt the workforce, interfere with important working relationships or efficient work flow, or undermine public confidence in the officer."
- "strongly discourages employees from posting information regarding off-duty activities."



CASE LAW UPDATE ADDENDUM: PROTECTIVE SWEEPS

Prepared By:

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The Fourth Amendment authorizes police to conduct a "protective sweep" or "security sweep" when arresting a suspect. The Supreme Court first authorized protective sweeps in a case called *Maryland v. Buie* in 1990. In *Buie*, the Court said that, after arresting a defendant inside a home, officers may, "without probable cause or reasonable suspicion, look in closets and other spaces immediately adjoin the place of arrest from which an attack could be immediately launched." Officers can look in areas that are not immediately adjoining the place of arrest, but only if they can articulate grounds that "would warrant a reasonably prudent officer in believing that the area to be swept harbors an individual posing a danger to those on the arrest scene." The key to these cases is that the protective sweep doctrine allows officers to look for people, not things. A "protective sweep" does not let officers look in places too small to hide a person – say, a nightstand drawer or the space between a mattress and box spring. A "protective sweep," in essence, is a "quick and limited pass" through private premises to detect third persons whose presence could pose a danger.

Recently, two different federal courts in Connecticut have invalidated searches for overstepping the boundaries of the "protective sweep" doctrine. First, in United States v. Calhoun, the police entered a home to arrest Calhoun. When they entered the house, Calhoun came into the hallway with his hands up. Officers placed him under arrest and conducted a protective sweep of the residence. The Court found a Fourth Amendment violation in how the protective sweep was conducted. First, there were conflicting reports about which officer inspected which rooms as part of the protective sweep. This made it hard for the district court to figure out what was justified, and what was not. Second, after the protective sweep had been completed, a new officer returned to conduct what was described as a "routine walk through" of the other rooms of the house to prepare a search warrant affidavit. During that later inspection, that second officer testified that he found a gun in the bottom of the closet. This later "walk through" was impermissible because police had already ruled out the presence of anyone who might be hiding. The court said that this "practice of parading additional officers through a home after all agreed that the scene has been secured and without any other applicable exception to the warrant requirement appears to be plainly unconstitutional." In other words, once police have swept a home and assured themselves that no one is hiding, they may not return to re-inspect those areas without a warrant unless some other Fourth Amendment exception applies:

Second, in *United States v. Robertson*, officers had an arrest warrant for Robertson. They went to house, and when he answered the door, they pulled him into the hallway, where he was handcuffed and searched. Officers conducted a protective sweep of the apartment, and then brought him back into the apartment. While the defendant was

standing (handcuffed) near the door, one of the officers opened a drawer of a small table, stating that he did so to look for weapons because the table was within Robertson's wingspan. Inside the drawer, the officer found packages of cocaine. After a suppression hearing, the Court held that the officers unlawfully prolonged and exceeded the scope of the protective sweep by (1) bringing Robertson back into the apartment and (2) conducting searches of parts of the apartment that were within his potential reach, namely the drawer. Specifically, the Court found that there was no reason for the officers to bring Robertson back into the apartment after they had handcuffed him outside the apartment, and that the officers used Robertson's presence in the apartment as a pretext for opening the drawer of the table near the door to search. Alternatively, even if the officers properly brought Robertson back into the apartment, the court found the search unlawful because Robertson—immobilized with double-locked handcuffs and surrounded by officers—was incapable of accessing the drawer.

The bottom line in these cases is that the Fourth Amendment requires police officers to justify, very carefully, how a warrantless search fits within the strict limits of the "protective sweep" doctrine. Officers must limit themselves to searching areas to ensure that a third person is not hiding, who could pose a danger to officers on the scene. These cases offer certain lessons about protective sweeps: (1) Officers must limit their search to areas where a person can be hiding. (2) Officers must be able to justify why they moved a defendant into an area, if moving the defendant will then trigger a protective sweep. (3) Once police sweep and secure an area, they cannot invoke the protective sweep doctrine to re-inspect the area without a warrant or some other Fourth Amendment exception. As to wingspan searches: (1) Courts will be skeptical when police arrest a defendant in one area, then move him to a second area where they conduct a wingspan search; and (2) Once a defendant is handcuffed and secured, courts will take a very narrow view of the permissible scope of a wingspan search.







Acts Affecting Crime and Public Safety

By: James Orlando, Chief Attorney July 18, 2017 | 2017-R-0133

Notice to Readers

This report provides brief highlights of new laws (Public Acts and Special Acts) affecting crime and public safety enacted during the 2017 regular legislative session. Each entry indicates the public act (PA) or special act (SA) number. We do not include vetoed public acts, unless the legislature overrode the governor's veto.

Not all provisions of the acts are included here. Complete summaries of all 2017 public acts will be available when OLR publishes its Public Act Summary book; many are already on OLR's website (www.cga.ct.gov/olr/OLRPASums.asp).

Readers are encouraged to obtain the full text of acts that interest them from the Connecticut State Library, House Clerk's Office, or General Assembly's website (www.cga.ct.gov/).

Table on Penalties

The law authorizes courts to impose imprisonment, fines, or both when sentencing a convicted criminal. Table 1 displays the range of prison terms and fines that judges may impose for each classification of crime. Some crimes have a mandatory minimum sentence not specified in the table. Also, repeated or persistent offenders may face higher sentences than specified here.

Table 1: Crime Classifications and their Penalties

Felony or Misdemeanor	Prison Term	Fine
Class A felony—murder with special	Life without the possibility	Up to \$20,000
circumstances	of release	
Class A felony—murder	25 to 60 years	Up to \$20,000
Class A felony—aggravated sexual assault of a minor	25 to 50 years	Up to \$20,000
Class A felony	10 to 25 years	Up to \$20,000
Class B felony—1st degree	5 to 40 years	Up to \$15,000
manslaughter with a firearm	, s.	
Class B felony	1 to 20 years	Up to \$15,000
Class C felony	1 to 10 years	Up to \$10,000
Class D felony	Up to 5 years	Up to \$5,000
Class E felony	Up to 3 years	Up to \$3,500
Class A misdemeanor	Up to 1 year	Up to \$2,000
Class B misdemeanor	Up to 6 months	Up to \$1,000
Class C misdemeanor	Up to 3 months	Up to \$500
Class D misdemeanor	Up to 30 days	Up to \$250

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Crimes and Penalties

Aggravated Sexual Assault of a Minor

A new law clarifies that the maximum prison term for a first conviction of aggravated sexual assault of a minor is 50 years (PA 17-216 (§ 2), effective October 1, 2017).

Assault of a Health Care Employee

Under existing law, there is a specific crime of assault of a health care employee. A defendant may claim as a defense that he or she has a mental, physical, or intellectual disability and the conduct was a clear and direct manifestation of the disability.

A new law makes two changes to this defense. First, it provides that the defense is an affirmative defense (and thus, a defendant has the burden to establish the defense by a preponderance of the evidence). Second, the act provides that an abnormality manifested only by repeated criminal or antisocial conduct is not a qualifying mental disability for purposes of this defense (PA 17-216 (§ 3), effective October 1, 2017).

Commission Sales Stables

The legislature revised the law governing the places where livestock animals are sold at private auction (i.e., "commission sales stables"). The new law establishes requirements for (1) identifying animals offered at auction for dairy or breeding purposes and (2) how soon after animals sold at auction must be slaughtered. A violation of either of the requirements is a class D misdemeanor (PA 17-133, effective October 1, 2017).

Computer Extortion by Ransomware

A new law creates a specific class E felony offense for computer extortion involving ransomware. The punishable actions include introducing ransomware into a computer, computer system, or computer network and demanding payment to (1) remove the ransomware; (2) restore access to the computer, system, or network or data contained therein; or (3) otherwise remediate the ransomware's impact. Individuals who commit this crime may also be charged with certain other crimes under existing law (PA 17-223, effective October 1, 2017).

Debit Card Fraud

A new law expands credit card crimes to cover the same conduct involving debit cards. It also changes how notice of a card's revocation must be sent for purposes of these crimes and expands certain credit card crimes to cover falsely loading payment cards (i.e., credit or debit cards) into

digital wallets. Under the new law, a digital wallet is a software application to store digital forms of payment cards that can be used to obtain money, goods, services, or anything of value (<u>PA 17-26</u> (§§ 1-6), effective October 1, 2017).

Desecrating an Abandoned Cemetery

A new law expands the crime of interference with a cemetery or burial ground to include desecrating an abandoned cemetery. It applies to abandoned cemeteries the same actions that constitute interference with a cemetery or burial ground under existing law, such as intentionally destroying or removing all or part of a tomb, monument; gravestone, or other structure placed or designed for a memorial.

Under existing law, interference with a cemetery or burial ground is a class C felony, and there is a minimum \$500 fine (PA 17-49, effective October 1, 2017).

Filing False Records

A new law (1) makes it a crime, punishable as a class D felony, to file a false record on a municipal land record or under the Uniform Commercial Code and (2) gives victims a cause of action to petition the court to have such a record invalidated (PA 17-99 (§§ 46-49), effective January 1, 2018).

Gross Earnings Tax that Funds PEGPETIA

Existing law imposes a 0.25% tax on the gross earnings of cable-TV, satellite-TV, and certified video service providers to fund the "public, educational, and governmental programming and education technology investment account" (PEGPETIA). A new law makes these taxpayers who violate the law liable for the following penalties:

- 1. for willfully failing to pay the tax, file returns, keep required records, or supply required information regarding the tax, a fine of up to \$1,000, imprisonment for up to one year, or both, in addition to any other penalties existing law imposes or
- for willfully delivering or disclosing to the commissioner or his authorized agent any list, return, account, statement, or other document known to be fraudulent or false, a class D felony.

The same penalties apply to certain other taxes under existing law (PA 17-147 (§ 40), effective upon passage).

Harassment of a Guide or Assistance Dog or Handler

Under a new law, it is a class C misdemeanor to intentionally interfere with a blind, deaf, or mobility impaired person's use of a guide or assistance dog. The punishable actions include intentionally harassing or annoying (1) such a person; (2) a guide or assistance dog that accompanies such person; or (3) someone training a dog as a guide or assistance dog (PA 17-102, effective October 1, 2017).

Hate Crimes

A new law makes several changes to the hate crime statutes. Among its changes, the act (1) imposes minimum fines for certain hate crimes, including deprivation of rights; desecration of property; cross burning; and 1st, 2nd, and 3rd degree intimidation based on bigotry or bias; (2) allows the court to cancel or reduce the minimum fines if the court states on the record its reasons for doing so; (3) enhances the penalty for desecration of a house of religious worship; (4) increases the penalty for 1st and 2nd degree threatening when the threat affects a house of worship, religiously-affiliated community center, or day care center; and (5) increases the penalty for 3rd degree intimidation based on bigotry or bias (<u>PA 17-111</u>, effective October 1, 2017).

Intimidating a Witness

A new law increases, from a class C felony to a class B felony, the penalty for intimidating a witness (PA 17-24, effective October 1, 2017).

Larceny of a Conserved Person

By law, there are six degrees of larceny. The penalties vary from a class C misdemeanor to a class B felony, generally based on the value of the property illegally taken. Under a new law, it is 2^{nd} degree larceny (a class C felony) to take property, regardless of its value, by embezzlement, false pretenses, or false promise from a conserved person (i.e., someone for whom a probate court has appointed a conservator of the estate or conservator of the person) (PA 17-87 (§ 5), effective October 1, 2017).

Larceny Related to Sales Tax

Under a new law, taxpayers that must remit the sales tax on a weekly basis face criminal penalties if they fail to comply with certain procedural requirements. These taxpayers must remit the tax through a certified service provider, unless they choose to do so by establishing a separate account in a financial institution exclusively for remitting the tax. Those that choose this method may

withdraw funds from the account only to remit the tax. Those that withdraw funds for any other purpose without the revenue services commissioner's approval are guilty of larceny (PA 17-147 (§ 4), effective January 1, 2018).

Larceny to Collect Rent on Foreclosed Property

A new law makes it a form of larceny for a previous mortgagor of real property against whom a final foreclosure judgment has been entered to continue to collect rent after the final judgment if he or she has no right to do so (PA 17-26 (§ 7), effective October 1, 2017).

Model Food Code

A new law requires the Department of Public Health (DPH), by July 1, 2018, to adopt and administer the federal Food and Drug Administration's Food Code as the state's food code for regulating food establishments. Under prior law, DPH regulated these establishments under the Public Health Code.

Similar to existing DPH regulations, the new law requires local health directors to investigate and take action to control a suspected food borne illness or outbreak. A person who violates the law or provides false information during an investigation or otherwise impedes an investigation is guilty of a class C misdemeanor (<u>PA 17-93</u>, effective October 1, 2017).

Municipal Property

A new law applies to municipal property various existing prohibitions on unauthorized posting of notices or distributing or discarding of advertisements and certain other materials. For certain such activities (such as affixing to trees, rocks, or natural objects a paper or advertisement other than a legally posted notice), a subsequent offense is punishable as a class C misdemeanor (<u>PA 17-117</u>, effective upon passage).

Racketeering

A new law extends the definition of "racketeering activity" under the Corrupt Organization Racketeering Act (CORA) to include violations of certain tobacco-products related crimes (e.g., transporting for sale, selling, or offering for sale untaxed tobacco products that should be taxed at \$2,500 or more). In doing so, it subjects a person or entity that engages in a pattern of these violations to prosecution under CORA (PA 17-147 (§ 41), effective July 1, 2017).

"Sexting"

The legislature removed the lower age limit to the law concerning certain acts of possessing or transmitting child pornography by a minor ("sexting") so that individuals under age 13 who commit these acts are subject to misdemeanor, rather than felony, charges. Under prior law, such acts were class A misdemeanors if the sender was the subject of the depiction and age 13 through 15 and the recipient was age 13 through 17. Individuals who did not fall within these age ranges were subject to felony charges for such acts and, if convicted, could have to register on the sex offender registry.

Under the new law, this crime is a class A misdemeanor if the recipient is under age 18 and sender is (1) under age 16 and (2) the subject of the depiction (PA 17-25, effective October 1, 2017).

"Swatting"

A new law expands the crime of falsely reporting an incident in the first degree, a class D felony, to include making such a report with the intent to cause a large scale emergency response ("swatting"). Under this legislation, the court may order individuals convicted of swatting to make financial restitution to the state and local departments and agencies that provided the emergency response (PA 17-72, effective October 1, 2017).

Transportation Network Companies (TNCs)

A new law creates a new regulatory structure for TNCs (e.g., Uber and Lyft), requiring, among other things, potential TNC drivers to meet certain criteria before a TNC may approve them. The new law makes it a class B misdemeanor to hold oneself out to be a TNC driver without being approved by a TNC (PA 17-140 (§ 4), effective January 1, 2018).

Domestic Violence and Child Abuse

Child Abuse and Neglect Proceedings

A new law requires the Department of Children and Families (DCF) commissioner to establish protocols for investigating and responding to reports of abuse or neglect of children from birth to age three. It also broadens the circumstances in which DCF must perform certain investigations related to child abuse and neglect proceedings. Under existing law, in advance of certain preliminary hearings related to child abuse or neglect allegations, the child's parent or guardian may request DCF to investigate placing the child or youth with a relative as a licensed foster parent or temporary custodian. The new law requires DCF to investigate any such relative before the preliminary hearing, rather than requiring it to do so only when practicable (PA 17-92, effective July 1, 2017).

(For information on other acts affecting child abuse proceedings, see OLR's Acts Affecting Children report, <u>2017-R-0126</u>.)

Domestic Violence

A new law makes various changes in laws concerning crimes against an individual. It (1) expands the conduct that constitutes stalking to include conduct that causes a reasonable person to suffer "emotional distress;" (2) specifies that electronic or social media are among the methods, devices, or means by which conduct that constitutes 1st or 2nd degree stalking may occur; and (3) broadens the strangulation statutes to include suffocation when a person obstructs another person's nose or mouth.

The new law increases the penalty for violations of release conditions, from a class D felony to a class C felony, if the violation involves (1) restraining another person or the person's liberty or (2) threatening, harassing, assaulting, molesting, sexually assaulting, or attacking the other person. It also requires a presentence investigation for anyone convicted of a family violence felony and prohibits such a defendant from waiving the investigation (PA 17-31, effective October 1, 2017).

Human Trafficking and Prostitution

A new law expands the conduct punishable as trafficking in persons and increases the penalty for the crime from a class B felony to class A felony. It also reduces, from a class C felony to a class A misdemeanor, the penalty for patronizing a prostitute when the victim is a trafficking victim. It repeals the higher penalties under the patronizing a prostitute statute for conduct that involves a minor but imposes stricter penalties under a new crime the act creates, "commercial sexual abuse of a minor." Under the new law, commercial sexual abuse of a minor is a (1) class B felony if the victim is age 15, 16, or 17 and (2) class A felony if the victim is under age 15.

Among other things, the new law also requires the attorney general to develop and report on a proposed certification for inclusion in state contracts to conform, to the extent legally feasible, with the provisions of the federal Executive Order 13627, Strengthening Protections Against Trafficking in Persons in Federal Contracts (<u>PA 17-32</u>, effective October 1, 2017).

Law Enforcement

Autism Spectrum Disorder Training for Police

A new law requires police officers to receive training in techniques for handling incidents, such as wandering, that involve juveniles with autism spectrum disorder or nonverbal learning disorder. The requirement applies only if the curriculum for such techniques is available at no cost to the Division

of State Police from (1) higher education institutions, health care professionals, or advocacy organizations concerned with juveniles who have these disorders or (2) a collaboration of such institutions, professionals, or organizations (PA 17-166, effective October 1, 2017).

Body Cameras

A new law expands a grant program administered by the Office of Policy and Management (OPM) that reimburses municipalities for, among other things, purchasing body cameras for use by police officers. Generally, it (1) expands the types of equipment and law enforcement personnel eligible for the program to include electronic defense weapon recording equipment and first time purchases of dashboard cameras and (2) extends the program by one year, to FY 19. Under the new law, however, the reimbursement is provided within available resources.

With respect to municipal police departments that use body cameras, existing law requires their use when interacting with the public in a law enforcement capacity, with certain exceptions (e.g., encounters with undercover officers or informants). A new law additionally requires that they be used in accordance with the police department's policy for using body cameras, if it is adopted in accordance with guidelines issued by the Department of Emergency Services and Public Protection (DESPP) commissioner and Police Officer Standards and Training Council (POST).

Lastly, the legislature established a 26-member task force to examine the use of body cameras by state and municipal police. It must report its findings and recommendations to the Judiciary and Public Safety committees by February 1, 2018 (PA 17-225, effective upon passage for the grant program and task force provisions and October 1, 2017 for the policy provision).

Compelled Disclosure of Cell Phone and Internet Records

By law, a law enforcement official can apply for an ex parte court order to compel phone and internet providers to disclose certain information about their customers' accounts or activities for use in criminal investigations. A new law changes certain procedures after these orders are issued, such as requiring that the return the official must file with the court and inventory of the information received in response to the court order remain sealed until the official files a specified notice with the court (PA 17-216 (§ 4), effective October 1, 2017).

Eyewitness Identification and Emerging Technologies Task Force

A new law reconstitutes the Eyewitness Identification Task Force and expands its scope to include the use of emerging technologies in law enforcement. The act requires the task force to (1) assist POST and the State Police in developing policies and guidelines for law enforcement agencies on specified matters and (2) report its findings and recommendations to the Judiciary Committee as the task force deems appropriate (PA 17-87 (§ 8), effective upon passage).

Indemnification

A new law expands the types of law enforcement officers entitled to indemnification from their employers if they are prosecuted for a crime allegedly committed in the course of duty and are found not guilty or have the charges dismissed to include, among others, Division of Criminal Justice inspectors and Mashantucket Pequot and Mohegan tribes' police officers (PA 17-87 (§ 3), effective October 1, 2017).

Notification of Certain Job Applicants

A new law requires law enforcement units to inform POST if they know that a former police officer is applying for a police job after the officer (1) was dismissed for malfeasance or serious misconduct that calls into question his or her fitness to serve, or (2) retired or resigned during an investigation of the same (PA 17-180, effective October 1, 2017).

Prescription Drug Disposal

Many municipal police departments have drop boxes to collect unused prescription drugs. A new law requires the consumer protection commissioner to adopt regulations allowing a certain number of licensed pharmacies to also accept and dispose of unused prescription drugs. It specifically requires the regulations to allow for disposal agreements with law enforcement authorities (PA 17-109, effective upon passage).

Reporting on Efforts to Combat Human Trafficking

Starting October 1, 2017, a new law requires the Chief State's Attorney's Office and each municipal police chief to annually report on efforts to combat human trafficking to the Trafficking in Persons Council, rather than requiring each state's attorney and police chief to report this information to the Children's and Judiciary committees as under prior law (PA 17-129, effective October 1, 2017).

Surveillance Using Cell Site Simulators

A new law sets standards for law enforcement when conducting surveillance using a "cell site simulator device" (generally, a device that uses radio waves for purposes such as tracking a cell phone's movements or intercepting its communications). The act allows law enforcement officials to install and use such devices to obtain geo-location data for up to (1) two weeks under an ex parte court order issued under a probable cause standard or (2) 48 hours without a court order in exigent circumstances.

The act also specifies that the wiretapping and electronic surveillance law applies to interceptions of wire communications using cell site simulator devices (PA 17-221, effective October 1, 2017).

Tribal Police Departments and Mutual Aid Agreements

Under a new law, the Mohegan Tribe and Mashantucket Pequot Tribe may enter into police mutual aid agreements with municipalities on the same terms and conditions as municipalities already may with one another under existing law. The authorization is valid as long as the tribal-state memoranda establishing the authority of the tribal police departments remain in effect (PA 17-4, effective October 1, 2017).

Working Group on Municipal Police Referrals to Substance Abuse Treatment Programs

A new law requires the state's Alcohol and Drug Policy Council to convene a working group to study municipal police departments' substance abuse treatment referral programs. These programs refer people with an opioid use disorder or who are seeking recovery from drug addiction to treatment facilities. The study must identify any barriers these programs face as well as the feasibility of implementing them statewide. The council must report the working group's findings to the Public Health and Public Safety committees by February 1, 2018 (PA 17-131 (§ 7), effective July 1, 2017).

Pretrial Detention and Bail

The legislature made changes to laws on pretrial detention and bail by:

- 1. barring courts from requiring cash-only bail for certain crimes;
- 2. limiting the circumstances in which courts can impose financial conditions of release for someone charged only with a misdemeanor that is not a family violence crime;
- 3. generally shortening the period within which defendants who cannot make bail and who were charged only with a misdemeanor must receive a bail review hearing; and
- 4. requiring the court, at a bail review hearing for a misdemeanor defendant, to remove the financial conditions on the person's release unless the court makes certain findings.

The act also requires OPM's under secretary for criminal justice policy and planning, in consultation with certain groups, to study the feasibility of establishing an assistance program for indigent criminal defendants being detained pretrial who were charged with minor crimes. He must report to the Judiciary Committee by January 1, 2018 (<u>PA 17-145</u>, effective July 1, 2017, except the study provisions are effective upon passage).

Prison

Isolated Confinement

A new law prohibits the Department of Correction (DOC), with limited exceptions, from holding an individual under age 18 on administrative segregation status.

"Administrative segregation status" means placement of an inmate on restrictive housing status (i.e., a designation that provides for closely regulated management and separation of an inmate from other inmates) after determining that such inmate can no longer be safely managed in the facility's general inmate population.

The new law, among other things, also requires the DOC commissioner to study and submit a report to the Judiciary Committee on the use and oversight of all forms and phases of housing for inmates on restrictive housing status (PA 17-239, effective January 1, 2018).

State Identification for Released Inmates

A new law requires the motor vehicles and DOC commissioners, within available appropriations, to ensure that an inmate has a state identification card or a driver's license at the time he or she is released from a correctional facility after serving any part of a prison term for a criminal conviction. This requirement only applies if the inmate requests and qualifies for the card or license and pays any associated fee (PA 17-106, effective October 1, 2017).

Study on Employment Opportunities Following Reentry into Community

Under a new law, the Commission on Equity and Opportunity must study and recommend ways to provide (1) enhanced employment opportunities to people recently released from correctional facilities and (2) tax incentives to employers who provide jobs to such individuals. By January 1, 2018, the commission must report on its study to the Labor Committee (SA 17-15, effective October 1, 2017).

Working Group on Manufacturing Training for Inmates

The legislature established a working group to develop a program to train prison inmates for manufacturing jobs. The working group must (1) include various education, job training, and manufacturing representatives and (2) report its legislative recommendations to specified committees by January 15, 2018 (PA 17-242 (§ 3), effective upon passage).

Schools

Private School Employee Background Checks

A new law extends to private schools the background check requirements that apply to job applicants and employees in public schools. It requires applicants for any positions in which the employee comes in direct contact with students to participate in, and consent to, a number of steps, including contacting former employers, to determine whether the applicant has a history of sexual misconduct or child abuse or neglect. Under the new law, these applicants must submit to state child abuse and neglect registry and state and national criminal background checks and provide contact information for current or former employers if the job involved contact with children (PA 17-68 (§§ 9 & 10), effective July 1, 2017).

School Notification of Protection Orders

A new law makes changes to laws that govern the court's notification to schools or higher education institutions when it issues certain protection orders. Under prior law, a court, upon the request of a victim, had to notify the victim's school or higher education institution when it issued a civil restraining order, civil protection order, family violence protective order, or criminal protective order. The new law instead requires the court to do so only if the applicant provides the court with the school's or institution's name and address.

For civil restraining orders, the new law also requires the court to provide such notice, under the conditions described above, to the school or institution in which the victim's minor child protected by the order is enrolled.

The new law also expands the court's duty to provide notice to schools or higher education institutions by requiring notice, under the conditions described above, when the court issues standing criminal protective orders and orders prohibiting harassment of a witness in a criminal case (PA 17-163, effective January 1, 2018).

School Security Grant Program Extension

The legislature extended the school security infrastructure grant program for one year, from June 30, 2017 to June 30, 2018. The program provides grants to develop or improve security infrastructure in schools, based on the results of school building security assessments conducted with local law enforcement. Under existing law, these grants are available to private schools as well as public schools. The new law specifies that this includes private child care centers or preschools that have received threats (PA 17-68 (§ 1), effective upon passage).

State Oversight of School Bus Company Driver Monitoring

A new law requires the motor vehicles commissioner to ensure that school bus companies are fulfilling their duty to review twice a month the commissioner's periodic reports on drivers who have had their licenses withdrawn, suspended, or revoked. The law authorizes the commissioner to do this by conducting random compliance audits of bus companies to determine whether a company is performing the required review of the driver suspension reports, maintaining a record of each company review for the previous two years, and making the record publicly available upon request. The new law does not change the existing provision that subjects bus companies to civil penalties if they fail to review the commissioner's suspension reports (PA 17-68 (§ 15), effective July 1, 2017).

Victims and Victim Services

Civil Protection Orders

By law, victims of sexual abuse, sexual assault, or stalking are eligible for civil protection orders if they are not eligible for civil restraining orders (which are available to family and household members only). A new law (1) creates a specific definition of "stalking" for the purpose of civil protection orders that expands the availability of these orders to more stalking victims and (2) allows applicants to request that their location be kept confidential (PA 17-99 (§ 1), effective October 1, 2017).

Office of Victim Services

A new law expands the powers and duties of the Judicial Branch's Office of Victim Services (OVS). Among other changes, it creates a new process for victims seeking enforcement of financial restitution orders; makes more victims eligible for victim compensation from OVS by expanding injuries, crimes, and situations under which a victim may qualify for compensation; allows up to an additional \$5,000 above the maximum \$15,000 personal injury award for certain child-victims; allows OVS to waive consideration of available health insurance when determining victim compensation; and requires health care providers to suspend debt collection from victims in certain circumstances (PA 17-99 (§§ 17-19, 21-38, & 40), effective October 1, 2017).

Restitution Orders

New laws extend the period in which someone can enforce and collect a court order that an offender pay financial restitution to a victim (<u>PA 17-87</u> (§ 4) and <u>PA 17-99</u> (§ 18), each effective October 1, 2017).

Sexual Assault Victims' Names and Personal Information

A new law extends to victims of the crime of sexual assault in a spousal or cohabiting relationship certain protections that existing law gives to certain sexual assault and other victims regarding their names and other personal information. For example, the act limits the circumstances in which courts can require the victim to divulge his or her address or phone number during a trial or pretrial evidentiary hearing (PA 17-87 (§§ 6 & 7), effective October 1, 2017).

Victim Access to Juvenile Records

A new law expands victim access to juvenile records in delinquency matters. It (1) gives victims the right to access specified information without a court order, (2) creates a process by which a party may object to the release of such information, and (3) specifies other information that the court may release and factors it must consider before doing so (PA 17-99 (§§ 2 & 3), effective October 1, 2017).

Victim Notification

Under the state constitution, crime victims have a right to notification of court proceedings and information about the arrest, conviction, sentence, imprisonment, and release of the accused. A new law (1) requires DOC to make general offender sentencing information available to the public and (2) expands the information available to crime victims for sentencing and proposed plea bargains.

Under the new law, when a convicted defendant receives a definite or total effective sentence of more than two years' imprisonment, the court must indicate the maximum period of imprisonment that may apply to the defendant and whether the defendant may be eligible to earn risk reduction credits or apply for release on parole. The new law also requires the prosecutor to make these same indications, if the terms of a proposed plea agreement provide for the same term of imprisonment stated above (PA 17-217, effective October 1, 2017).

Miscellaneous

Civil Asset Forfeiture

Civil forfeiture refers to the process by which property seized by law enforcement officers in connection with a lawful arrest or a lawful search may be forfeited to the state in a civil proceeding. A new law makes changes to the civil forfeiture process, generally requiring a conviction before seized property may be forfeited and updating the circumstances under which the court must return property to its owner (PA 17-193, effective October 1, 2017).

Community Services

A new law requires the chief state's attorney to establish a pilot program to identify and track homeless, addicted, or mentally ill individuals entering the criminal justice system. The pilot program must serve the geographical area courts for Hartford, New Haven, New London, and Norwich (PA 17-205, effective October 1, 2017).

Disclosure of Erased Criminal Records

A new law expands when courts must disclose erased criminal records upon a proper motion. For example, it requires such disclosure to (1) the petitioner's and respondent's attorneys in connection with any habeas corpus proceeding or other collateral civil action in which evidence about a nolled or dismissed criminal charge may become relevant and (2) the prosecutor and defense counsel in connection with proceedings on sentence enhancement for an offense committed while the person was on release (PA 17-216 (§ 5), effective October 1, 2017).

Exclusions from Diversionary Program for People Under Age 21

The law allows a defendant or prosecutor to ask the court to allow eligible defendants under age 21 charged with certain motor vehicle violations and alcohol-related crimes to participate in a diversionary program, the completion of which results in a dismissal of charges. Under a new law, the program is not available to anyone (1) charged with using a handheld cellphone while driving or (2) who, at the time of the violation, holds a commercial driver's license or instruction permit or is operating a commercial motor vehicle. These changes are required in order to (1) receive federal grants and (2) comply with federal law (PA 17-79 (§ 15), effective October 1, 2017).

Fire Apparatus Safety and Testing

A new law requires municipal and volunteer fire departments to maintain their pump and aerial fire apparatus components in compliance with the National Fire Protection Association standard 1911, which sets minimum requirements for inspecting, maintaining, testing, and retiring fire apparatus. It also requires such departments to maintain their fire apparatus in compliance with specified federal regulations concerning safety, maintenance, and inspections. Existing state regulations already require compliance with the same federal regulations (PA 17-175, effective October 1, 2017).

Legal Protections for Rendering Emergency Assistance to a Child Locked in Car

Under certain circumstances, a new law provides an affirmative defense against civil damages or criminal penalties to someone who enters another person's passenger motor vehicle, including by force, to remove a child who he or she reasonably believes is in imminent danger of serious bodily injury. The affirmative defense does not apply to acts or omissions constituting gross, willful, or wanton negligence. Under this legislation, a person may still be liable for civil damages if he or she attempts to provide aid to the child in addition to the actions authorized above (PA 17-134, effective October 1, 2017).

Municipal Commercial Drone Regulations

A new law generally prohibits municipalities from regulating commercial drones, except as allowed under state or federal law and to the extent the regulations do not conflict with the Connecticut Airport Authority's policies and procedures. It creates an exception for municipal water companies enacting and enforcing regulations concerning drone use over the municipality's public water supply and certain watershed and off-watershed land (<u>PA 17-52</u>, effective upon passage).

Periodic Criminal Background Checks for Department of Revenue Services Employees

Under a new law, at least once every 10 years, current Department of Revenue Services (DRS) employees must now undergo the same criminal background checks the law requires for prospective DRS employees. The new law requires DRS to enforce it consistent with the already existing law prohibiting employers, among other things, from requiring employees to disclose information in certain erased criminal records (PA 17-147 (§ 11), effective upon passage).

Public Nuisance Actions

By law, the state can bring an action to abate a public nuisance on any real property on which, within the past 365 days, there have been three or more (1) arrests for certain crimes; (2) arrest warrants issued for certain crimes that are not isolated incidents, indicating a pattern of criminal activity; or (3) municipal citations issued for certain violations.

A new law adds alcohol sales to minors to the list of activities that can be the basis for a state action to abate a public nuisance (PA 17-87 (§ 1), effective October 1, 2017).

Reporting the Death of a Person in State Custody

A new law requires any executive branch department head and the state Supreme Court's chief justice to promptly notify the Division of Criminal Justice if someone dies while in the care, custody, or control of anyone under the department head's or chief justice's jurisdiction (PA 17-216 (§ 1), effective October 1, 2017).

Additional Minor Changes

New laws make additional minor changes affecting crime and public safety, including:

- 1. PA 17-17 (technical and clarifying changes to illegal drug-sale statutes);
- 2. PA 17-87 (§ 2) (allows electronic signatures by certain laboratory personnel for drug and alcohol testing reports); and
- 3. PA 17-216 (§ 6) (eliminates a requirement that the chief state's attorney adopt certain regulations).

JO:bs





STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

OFFICER: Maldoned Rob (Last) (First)	(IM)	DEPARTMENT:			POST ID#	
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Officer Receiving Training Signature

POSTC-50

sdemeanor.

Training Officer's Signature

Rev. 05/2017

Date



Legal Update Exam

a. True (b) False

1	. CGS 53a-196h "The sexting law" is a: a. Felony b Misdemeanor
2	. A family with special needs "FWSN" involves a child between $\phantom{aaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaaa$
3	With respect to Crowd Control and First Amendment protections officers should focus on which things? a. Content neutral time b. Place c. Manner restrictions All the above e. None of the above
4.	The Supreme Court affirmed a Federal Circuit's judgement holding that the free speech clause does not regulate government speech and that the government's own speech is exempted from first amendment scrutiny. (a) True b. False
5.	When conducting a protective sweep during the arrest of a suspect officers must limit their search to where a person may be hiding. (a) True b. False
6.	Officers can move a suspect to any area they want without justification and can then conduct a protective sweep. a. True b False
7.	Once a protective sweep is completed and the area is secured officers can freely search

9.	Stalking in a Domestic Violence case can now include the use of electronic or social media methods.
	(a) True
	b. False
	D. Taise
10.	The intentional interference with a Blind, Deaf, or Mobility Impaired persons use of a
	guide or assistance dog is a
	a. Felony
	b Misdemeanor
	c. Verbal Warning
	d. Ticket
	5
	· · · · · · · · · · · · · · · · · · ·

8. A" SWATTING" incident is now considered what class felony.

a. Class A Felonyb. Class B Felonyc. Class C Felonyd) Class D Felony



POSTC-50-B

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



Rev. 05/2017

FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

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POST Credit Make Up Exam:

B. False

Sexual Assault/ Rape Crisis [512]

1.	Per C.G.S. 54-86e, the victim will be referred to as for confidentiality purposes. A. Victim B. Jane/ John Doe C. It D. The victims full name
2.	Upon arrival to the scene of a Sexual Assault/ Rape Crisis incident, the officer shall: A. Provide aide to the injured B. Secure the crime scene C. Notify the Supervisor D. All of the above
3.	A Sexual Assault kit and the victim's clothing are considered A. Tools B. Necessary C. Evidence D. Proof
4.	An anonymous Sexual Assault kit will be completed at a medical facility within hours, regardless if the victim is reporting the crime. A. 24 B. 12 C. 72 D. 48
5.	An immediate arrest may not be made for several reasons including, the Suspect not immediately being identified, it is a past tense complaint, additional investigation is required, or there is no Probable Cause. A. True B. False
6.	You can make an arrest based simply on a Victim's statement. A. True

7.	. During an interview of the Victim, you should do all the of the following except:									
	A.	Don't "lead" questions								
	В.	Gather as many details as possible								
	C.	Minimize the incident								
	D.	Offer support								
		c.								
8.	A Pedo	phile is a person who has intense, recurrent, sexual urges/ fantasies for child.								
	A.	True								
	В.	False								
9.	Α	_ is an adult that engages in sexual activity with Children.								
	A.	Pedophile								
	В.	Child Molester								
		8								
10.	Many C	Child Molesters are Pedophiles and many Pedophiles are Child Molesters.								
		True								
	В.	False								

POST Credit Make Up Exam:

B. False

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		Minimize the incident
	D.	Offer support
8.		phile is a person who has intense, recurrent, sexual urges/ fantasies for child.
		True True
	В.	False
9.	0	is an adult that engages in sexual activity with Children.
		Pedophile
	В.	Child Molester
#I	2 2 3	
10.	W10	Child Molesters are Pedophiles and many Pedophiles are Child Molesters.
		True -
	В.	False

SEXUAL ASSAULT / RAPE CRISIS

 This course will introduce you to Connecticut General statutes that pertain to Sexual Assault, police response to sexual assaults, investigative methods utilized in sexual assault cases, the proper procedures for collecting and preserving sexual assault evidence as well as interview techniques specific to sexual assault victims. It will also address special concerns relative to sexual assault victims and rape crisis intervention.

Connecticut General
Statues pertaining to
sexual assault:

Confidentiality of Victim (54-86e)

Name/ address – confidential – Report/warrant

"Per CGS 54-86e, The victim will be referred to as Jane/John Doe for confidentiality purposes

SEXUAL ASSAULT 1st 53a-70

- Use or threatened use of force against person or a third person which reasonably causes such person to fear physical injury to such person or third person,
- Or commits sexual assault in the 2nd degree while aided by two or more other persons actually present

SEXUAL ASSAULT 1ST Continued

- Sexual intercourse with a child twelve (12) years and under when the actor is more than two years older than the victim.
- Or engages in sexual intercourse with another person and such other person is mentally incapacitated to the extent that such other person is unable to consent to sexual intercourse.

Aggravated Sexual Assault 1st Degree 53a-70a

- The actor commits aggravated sexual assault 1st when he uses or is armed with and threatens the use of or displays or represents by his words or conduct that he possesses a deadly weapon.
- Or he commits sexual assault 1st while he is aided by two or more other persons actually present,

Aggravated Sexual Assault 1st (continued)

- Or with intent to disfigure the victim seriously and permanently, or to destroy, amputate or disable permanently a member or organ of the victim's body, he causes such injury to such victim,
- Or under circumstances evincing an extreme indifference to human life he recklessly engages in conduct which creates a risk of death to the victim, and thereby causes serious physical injury to such victim.

Sexual Assault in Spousal or Cohabitating Relationship 53a-70b

 The spouse or cohabitor compels the other spouse or cohabitor to engage in sexual intercourse by the use of force against such other spouse or cohabitor or by the threat of use of force against such other spouse or cohabitor which reasonably causes such other spouse or cohabitor to fear physical injury.

Sexual Assault 2nd Degree 53a-71

- The actor engages in sexual intercourse with a person under the age of sixteen (16) years old and the actor is more than three years older than the juvenile or mentally defective to the extent that he is unable to consent to such sexual intercourse, or physically helpless,
- Or when a person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare.

Sexual Assault 2nd Degree (continued)

 Also applies when the actor is a school employee and such other person is a student enrolled in a school under the jurisdiction of the board of education which employs the actor, or actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and this takes place in a secondary school setting or the victim is under 18 years old.

Sexual Assault 3rd Degree 53a-72a

- An actor compels another to sexual contact by use or threat of force against such person or a third person, which reasonably causes such other person to fear physical injury to himself or a third person.
- Actor engages in sexual intercourse with person known to be related to actor.

Sexual Assault 3 with a Firearm 53a-72b

 Same as Sex 3rd but in the commission of the offense, the actor is armed with and threatens the use of or displays or represents by such person's words or conduct that such person possesses a pistol, revolver, machine gun, rifle, shotgun or other firearm

Sexual Assault 4th Degree 53a-73a

- When an actor subjects another to sexual contact who is: under fifteen (15) years old or under eighteen (18) years old and the actor is the guardian or responsible for care.
- · Victim is physically helpless, or
- The actor subjects the victim to sexual contact without their consent.

Sexual Assault 4th (continued)

 Also applies when the actor is a school employee and such other person is a student enrolled in a school under the jurisdiction of the board of education which employs the actor, or actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and this takes place in a secondary school setting or the victim is under 18 years old. (Sexual Contact)

Injury or Risk of Injury to, or Impairing the Morals of, Children 53-21(1)

 Can be charged when a person willfully or unlawfully causes or permits any child under 16 to be placed in a situation that the life or limb of such child is endangered, the health of such child is likely to be injured or the morals of such child are likely to be impaired, or does any act likely to impair the health or morals of any such child.

Injury or Risk of Injury to, or Impairing the Morals of, children by Sexual Contact 53-21(2)

 When the actor has contact with the intimate parts of a person under sixteen (16) years old or subjects a child under sixteen to contact with the intimate parts of such person, in a sexual and indecent manner likely to impair the health or morals of such child.

Enticing a Minor 53a-90a

 Actor uses computer to knowingly persuade, induce, entice, coerce, person under 16 yrs of age into prostitution/sexual activity

Misrepresentation of Age 53a-90b

While in commission of 53a-90a intentional misrepresentation of age.

Officer Response

- · First Impression/lasting impression
- · Still an investigation
- · Just occurred/past tense

Dispatcher Response

- · Non-Active Clothes/shower
- · Active Keep like open relay information

Arrival at Scene

- · Provide aide to injured
- · Secure crime scene
 - Residence
 - Vehicle
 - Outdoors
- · Notify Supervisor / crime scene
- Description
- · Interview/identify/document

Support

- SACS
- · Department Resources
- · Rights/Referral Card
- · Protective/Restraining orders
- Honesty

Evidence

- Sexual Assault Kit
 - Immediate Transportation
 - Proper handling
- Clothing
 - Wet? Dry?
 - Individual packages / labels
- Documentation

Anonymous Sex Kit

- · Law does not require adult victim to report crime
- Medical facility will do kit
 - Within 72 hrs
 - Victim or representative consent
 - Whether or not police notified
- Procedure
 - Same as victim
 - Report reflects "anonymous"
 - Submit to lab (60 days)

An immediate arrest may not be made for several reasons

- · Suspect not immediately identified
- · Past tense complaint
- · Additional investigation
- · No probable cause

You cannot make an arrest based simply on a statement. You will require additional corroboration

Investigations

- Departmental Policy
 - Officer keeps
 - Detectives
- Youth division (age)
- · Initial investigation is key
 - Communications
 - Honesty
 - Courts & Reputation

Roles

- · Responding officer
 - · Initial investigation
- Supervisor

 - · Scene command
- Detectives
 - Major crimes

Interview Concerns

- · Loss of Personal control

- · Personal space Advocate/SACS
- Private/Quiet area

Concerns (continued)

- · Don't "lead" questions

 - What were you thinking
 Did you feel intimidated/overpowered
- None are insignificant
- Don't minimize
- At least you're alive
 Lucky you

No advice - commend/support/empathy

Pedophile

- Suffers intense, recurrent, sexual urges/fantasies
- · Involving sexual activity of a child
- · Usually 13y/o or younger (victim)
- Usually 16y/o or 5 yr older than victim (perp)
- · Can/still have sex with adults
- · Not all have sex/legal ways

Child Molester

- · Engages in sexual activity with children
- Prefers adults
- Availability, curiosity, hurt loved one (payback)

· Many child molesters are pedophiles

· Many pedophiles are child molesters

Autoerotic Deaths

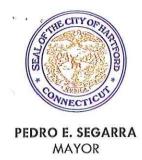
 Autoerotic Behavior: Any sexual activity carried out alone, regardless of whether the genitals are stimulated, or orgasm is achieved

Autoerotic Death

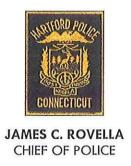
 A death occurring during autoerotic behavior in which the mechanism that was employed to enhance sexual stimulation accidentally caused death. Within the typical autoerotic fatality (sexual asphyxia), physical pleasure is derived from the reduction of oxygen to the brain or hypoxia. The decreased amount of oxygen to the brain creates a semi-hallucinogenic, semilucid state for the individual.

Crime Scene Techniques for Autoerotic Fatalities

- Location
- Position of victim
- High risk agents
- Self rescue mechanism
- Bondage
- Masochism
- · Clothing/Attire
- Protective measures
- · Sexual paraphernalia
- Masturbation
- · Prior experience
- · No suicidal intent



Hartford Police Academy Training Bulletin 2012-4 June 13, 2012



SUBJECT: SEXUAL ASSAULT INVESTIGATIONS / REPORTING

Conducting thorough investigations is important for the successful prosecution of sexual assault crimes. Investigations that are deficient may result in redundant investigations; unnecessary court delays; reduction of charges; or may force prosecutors to nolle/dismiss serious charges associated with sexual assault crimes. A sub-standard investigation also undermines the good work of our organization and unnecessarily taints our reputation. Officers should consider the following information when conducting sexual assault investigations.

Considerations for sexual assault investigations

Arrival at the scene:

- Officer Safety- determine if suspect(s) is still at the scene
- Determine location and condition of the victim(s)
- Provide emergency medical treatment for the victim(s) as needed
- Establish a rapport with the victim(s)
- Determine specific crimes that may have occurred
- Broadcast specifics of the crime to other officers/agencies if appropriate
- Identify and protect the scene(s)
- Locate and identify witnesses

Preliminary Investigation:

Care for the victim(s) needs:

Arrange for a medical exam as soon as practical
Find a comfortable and private area to interview the victim(s)
Obtain additional telephone numbers and addresses where the victim(s) can be contacted

Obtain an account of the crime from the victim and witnesses:

Determine possible crimes committed by the suspect(s)
Determine the suspect(s) activity

Oddities/characteristics

- Document, collect and preserve all crime scene related evidence at the earliest appropriate time (ie: victim's clothing, bedding, etc.)
- Request CSD if crime scene processing is appropriate
- Note if the victim(s) showered, bathed, or changed clothes, prior to officers arrival
- Note the condition of the victim(s): CSD for photographs of bruises, scratches, and defense wounds

Suspect Contact / Arrest:

- Record all statements, to include spontaneous statements
- Separate suspects when more than one
- · Do not permit suspects entry into crime scene area
- Prevent communications between all involved parties
- Arrange for photographs of the suspect(s) physical appearance, physical injury, torn, or stained clothing
- Collect all of the suspect(s) clothing as evidence as appropriate

Documentation of Sexual Assault Investigations:

- Per Connecticut General Statute 54-86e the identity of the victim(s) shall remain confidential
 throughout the Case Incident Report/Warrant Application and shall be referred to as either
 John Doe or Jane Doe. The identity of the victim(s) shall be revealed on a supplemental page.
 The supplemental page shall include the name of the victim(s), address, and contact phone
 numbers (to include home, cell, and work).
- Obtain a mailing address if it is different from the home address, or temporary address, where the victim(s) may be staying. This information, if applicable, shall also be listed on the supplemental page.
- All case incident reports and supplemental reports related to sexual assault investigations are to be reviewed and notarized by a supervisor prior to submission (Per HPD Order 1-16a)
- The taking of written statements from an adult victim(s) at the time of incident will be determined on a case by case basis, but documentation of verbal statements is a MUST.
- No written statements will be taken from a juvenile victim(s) during the preliminary investigation. Officers should document information obtained during a Minimal Facts Interview with a juvenile victim(s).
- A copy of all sexual assault investigations shall be forwarded to the appropriate investigative division (Major Crimes/JID) for tracking purposes. This will be applicable whether an arrest is made, a warrant is submitted, or the case needs further investigation.

Strong sexual assault cases require strong written reports. A thorough report will identify onscene evidence and document details from the complainant's and suspect's accounts of the incident. This will help those investigating to overcome consent challenges and serve to refresh memories for courtroom testimony. An officer that provides a high level of detail in the report narrative will aid in moving a case towards prosecution.

References: International Association of Chiefs of Police
State of California: Peace Officer Standards and Training





STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

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Rev. 05/2017

Esposito

POST Credit Make Up Exam:

Sexual Assault/ Rape Crisis [512]

1.	Per C.G.S. 54-86e, the victim will be referred to as for confidentiality purposes. A. Victim B. Jane/ John Doe C. It D. The victims full name
2.	Upon arrival to the scene of a Sexual Assault/ Rape Crisis incident, the officer shall: A. Provide aide to the injured B. Secure the crime scene C. Notify the Supervisor D. All of the above
3.	A Sexual Assault kit and the victim's clothing are considered A. Tools B. Necessary Evidence D. Proof
4.	An anonymous Sexual Assault kit will be completed at a medical facility within hours, regardless if the victim is reporting the crime. A. 24 B. 12 C. 72 D. 48
5.	An immediate arrest may not be made for several reasons including, the Suspect not immediately being identified, it is a past tense complaint, additional investigation is required, or there is no Probable Cause. A True B. False
6.	You can make an arrest based simply on a Victim's statement. A. True (B) False



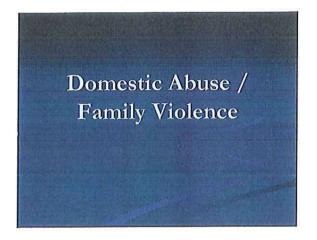


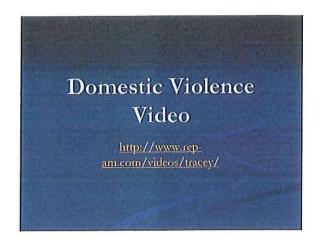
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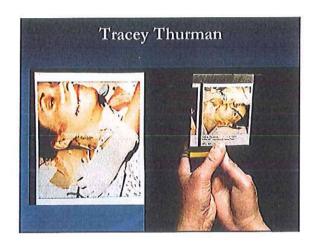


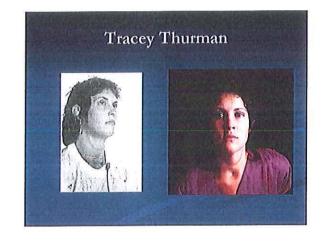
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"Family violence"



- Means an incident resulting in physical harm, bodily injury or assault, or an act of threatened violence between family or household members.
- Verbal abuse or argument shall not constitute family violence unless there is present danger and the likelihood that physical violence will occur

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"Family or Household member"

Means:

- O(A) Spouses, former spouses,
- O(B) Parents and their children,
- O(C) Persons related by blood or marriage
- O(D) Persons (other than (C) who have resided or currently reside together
- (E) Persons who have a child in common, regardless of whether they are or have been married or have lived together at any time
- O(F) Persons in, or recently been in, a dating relationship

Juvenile Offenders



- Juveniles in a family violence incident are NOT subject to the provision of family violence laws
- Tell me about juvenile arrests and court dates

Juvenile Offender





- NOT subject to non-financial conditions of release
- If there is a safety concern, consider an Order to Detain (JV placed in detention)

Juvenile Offender





- If 16 or 17 year old is subject to a no contact order issued by juvenile court
 OViolation= Juvenile Offense
- If 16 or 17 year old is subject to a written order of protection in adult court
 ○Violation= Adult Offense

Domestic Violence Arrests



- Probable Cause (P.C.) is needed to make any arrest
 - OPC- sufficient facts and circumstances lead a reasonably prudent person to believe a crime has been, is being, or is about to be committed
- The police shall arrest the person or persons suspected of committing the violence and charge them with the appropriate crime

Domestic Violence Arrests



- In making their decision whether to arrest, the police may NOT
 - Obe dependent on specific consent of the victim
 - OConsider the relationship of the parties
 - Oor be based solely on a request by the victim
- Firearms or electronic defense weapon
 - OMay be seized when:
 - The weapon is "at the location where the crime is alleged to have been committed that is in the possession of any person arrested for the commission of such crime or suspected of its commission or that is in plain view"

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Recommendation in domestic violence incidents or protective order violations

- That an officer NOT notify the offender of a pending arrest
- That an officer NOT offer voluntary surrender
- Voluntary surrender should only be offered if there are:
 - O Concerns for officer safety
 - O Concerns for victim safety
 - Unusual circumstances that would warrant voluntary surrender

Victim's Safety



- Victim's safety is enhanced when the victim is aware of the offender's incarceration status
- Victim is provided with case number and investigating agency's information
- Officers should encourage victim to contact the police department for periodic updates on offender's status
 - OFollow online for the long term





- Police officers can not threaten, suggest or otherwise indicate the arrest of all parties for purpose of discouraging intervention requests by any party
- Two or more opposing parties
 - Othey must evaluate each complaint separately to determine whether to seek arrest warrants for one or both parties
- *Officers are NOT required to arrest when there is reasonable belief that a party in a family violence incident acted in self defense

LIABILITY





 We shall not be held liable in civil action cases regarding personal injury or injury to property brought by any party to a family violence incident for an arrest based on PC or where conditions of release are imposed

Telephone/ electronic communications violations of restraining, protective, or other court orders

May file a complaint with _?_ law enforcement agency

???

- Town in which the complainant resides
- Town in which the person received the communication
- Town in which the communication was initiated

Police must:





- Provide medical treatment, as needed
- Inform victims of their right to file an affidavit for an arrest warrant
- Informing the victim of services available to them
- Refer victims to the Office of Victim Services
- Provide assistance in accordance with the uniform protocols for treating victims off family violence whose immigration status is questionable (certification of helpfulness form)

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Police must:



- If no cause exists for an arrest:
- The officer shall provide assistance as laid out in previous slide
- the officer shall remain on the scene until the likelihood of imminent violence has been eliminated

Short Term Safety Plan



- An immediate plan developed at the time of the report
 - OWhat to do next
 - O Safe location
 - O Phone calls for support
 - O Explain arrest process/ possibility of offender release
 - O Provide case # and contact info for department
- Officer should remain on scene and assist victim with this plan

Forms



- Office of Victim Services Cards
- Family Violence Offense Report
- Conditions of release form
- D.V. Lethality Assessment Screen

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Conditions of Release



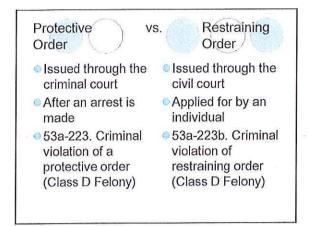
- Non-financial conditions of release (any on form may be set by the officer)
- Indicate what is set on the form
- Show efforts to contact the bail commissioner were made
- Explain factual basis used to support the conditions of release
- If non-English speaking use a translation service or interpreter

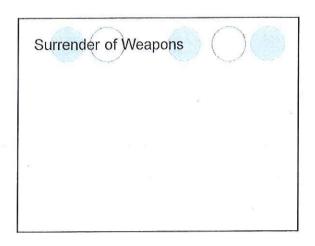
Conditions of Release



- Conditions remain in effect until arrestee is presented before a judge
- Violations= crime of "Violation of Conditions of Release"
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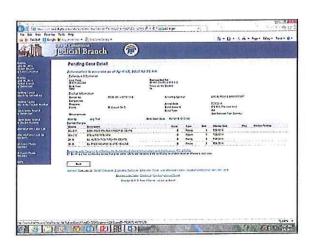






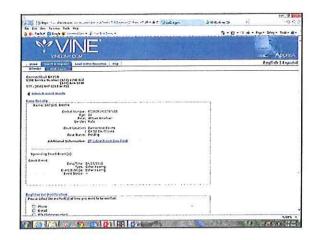




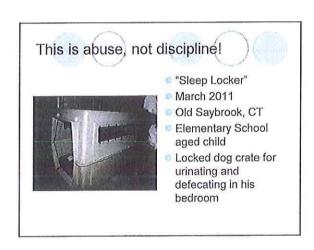


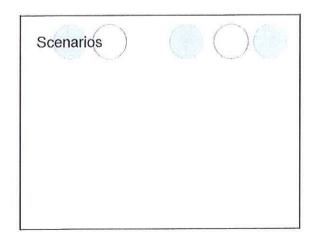
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HARTFORD POLICE DEPARTMENT POLICY AND PROCEDURE

GENERAL ORDER

3/1/2016 ISSUANCE DATE: PAGE: 1 of 7 REFERENCE: RESCINDS: N/A

EFFECTIVE DATE:

ORDER NUMBER:

7-48

Domestic Violence Lethality Assessment Program

CHJEF'S SIGNATURE

e Alle

James C. Rovella, Chief of Police

I. Purpose:

The purpose of this order is to implement an intimate partner Lethality Assessment Program at domestic violence calls for service. The goal of the Lethality Assessment Program is to prevent homicides, serious injury and re-assault involving intimate partners by encouraging victims to utilize the support and shelter services of domestic violence programs.

The provisions of this policy shall operate in addition to, and not in lieu of, the requirements of Connecticut General Statutes § 46b-38b concerning the investigation of family violence crimes by Connecticut Peace Officers, and the Connecticut Police Response To Crimes of Family Violence - Model Policies, Procedures and Guidelines. To the extent that any of the provisions of this policy may be interpreted to be in conflict with the provisions of Connecticut General Statutes § 46b-38b concerning the investigation of family violence crimes by Connecticut Peace Officers, and the referral of the victims of such crimes for enumerated services, the statutory requirements shall prevail.

II. Policy:

It is the policy of the Hartford Police Department to identify victims of domestic violence involving intimate partners in potentially lethal situations, and to place those victims in immediate and direct contact with a domestic violence advocate trained in the Lethality Assessment Program. The Lethality Assessment shall be used at the scene of a domestic violence incident to assist officers in identifying high risk situations and follow the established criteria to place the victim in direct contact at the scene with a domestic violence program counselor. Officers conducting a Lethality Assessment will ask the victim the Lethality Screening Questions included in the attached document titled, "Domestic Violence Lethality Screen for Law Enforcement Officers." When a victim is assessed as being in danger, officers will contact the Interval House and ask the victim to speak with an advocate.

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GENERAL ORDER

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Domestic Violence Lethality Assessment Program

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III. Definitions:

- 1. Lethality Assessment Program (LAP)- is a two-pronged intervention process that features a research-based lethality screening questionnaire and an accompanying protocol referral that provides direction for law enforcement, medical personnel, clergy, social workers and others to initiate appropriate action based upon the results of the screening process.
- 2. Intimate Relationship: for the purposes of this general order, an Intimate Relationship is a relationship involving physical or emotional closeness or association, romance, passion or sexual activity.
- 3. Intimate Partners- persons involved in an intimate relationship who:
 - a. Are married, separated, or divorced;
 - b. Live or have lived together;
 - c. Have children in common; or
 - d. Are dating, or have dated but do not live, or have never lived together.
- 4. Lethality Assessment Screen- a lethality assessment utilizing the Lethality Assessment Screen for First Responders, distributed by the Connecticut Coalition Against Domestic Violence's (CCADV).
- 5. Screened In- refers to situations when a victim's responses initiate a protocol referral.
- 6. Protocol Referral- is the process of initiating a LAP call to the regional domestic violence service provider and speaking to a LAP Victim Advocate from that agency.
- 7. Lethality Assessment- is the identification of victims who are at the highest risk of danger or serious injury by their abuser.

IV. Procedures:

- A. Responding to Calls of Possible Domestic Violence:
 - 1. Officers shall perform a Lethality Assessment Screen with the victim when the domestic violence incident involves an intimate partner relationship and:
 - a. The officer reasonably believes there has been an assault or other act of domestic violence, and/or
 - b. The officer reasonably believes that the victim may face danger once the officer leaves, and/or

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Domestic Violence Lethality Assessment Program

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c. The Hartford Police Department has investigated previous domestic violence incidents involving the intimate partners, and/or

d. When the officer's training and experience indicates the situation is dangerous, but the officer may lack probable cause to make an arrest.

Officers should be mindful that an arrest is not required to conduct a Lethality Assessment. Officers should be alert for Lethality Assessment Screening opportunities aside from those outlined in this policy (emergency committals, reports of suicidality, cooperation with police which may increase likelihood of intimate partner violence. etc.)

- e. In situations where a victim is intoxicated but not incapacitated, a lethality Assessment should be conducted after investigating the incident.
- 2. The officer should remain at the scene for a reasonable time until, in the judgment of the officer, the likelihood of further imminent violence has been eliminated or the officer has helped the victim with a safety plan in conjunction with an advocate after completing the Lethality Assessment Screen.

B. When Conducting the Lethality Assessment, Officers shall:

- 1. Determine if any party present is in immediate need of medical attention.
- 2. Conduct a thorough, comprehensive investigation. Interview all persons present including the victim, suspect and witnesses.
- 3. Advise the victim that he or she will be asked a series of questions to help the officer determine the immediate potential for danger to the victim.
- 4. Ask the questions in the order that they are listed on the Lethality Assessment Screen.
- 5. Ask all the questions in assessing the victim. The more questions the victim responds to positively, the clearer and more immediate the potential for danger is to the victim.
- 6. Assess the scene. If, based on physical observations and/or information gathered from the interviews, the officer believes that the victim could be

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Domestic Violence Lethality Assessment Program

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in danger or is at risk of serious injury, the officer shall complete a lethality assessment screen.

7. In situations of dual arrest, officers should attempt to identify the party exercising power and control within the relationship. After making such an evaluation, officers should conduct a Lethality Screen assessment with the party upon whom that power and control is being exercised.

C. Assessing the Responses to the Lethality Questions:

- A <u>single</u> "yes", or positive response by the victim to questions #1, 2 or 3 signifies a high danger situation and automatically triggers the protocol referral.
- 2. If the victim gives negative responses to questions #1 3, but positive responses to <u>four</u> or more of questions #4 through 11, this also signifies a high danger situation and triggers the protocol referral.
- 3. "No" or negative responses, to all of the assessment questions, or positive responses to less than four of questions #4 through 11, may still trigger the referral if the investigating officer believes it is appropriate. The officer should ask the victim the following clarifying questions:
 - a. 'Is there anything else that worries you about your safety?" If the victim answers, "Yes;" then ask, "What worries you?" The response to this question may aid in your decision.
 - b. Use of the domestic violence lethality screen takes into account the training and experience of a police officer. It's flexible and relies on the investigating officer acting on that training and experience. If the victim's responses don't trigger the referral, but the officer's assessment of the situation indicates high danger, the officer should still initiate the referral.

D. When Referral is NOT indicated, Officers Shall:

- Advise the victim that domestic violence is dangerous and sometimes fatal.
- b. Inform the victim to be alert to signs listed in the assessment because they may convey to the victim that she or he is at an increased level of danger.

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Domestic Violence Lethality Assessment Program

PAGE 5 of 7 EFFECTIVE:

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- Refer the victim to the Interval House 24x7 Crisis Hotline (860-527-0550).
- d. Provide the victim with the Police Department's telephone number, the case number and the officer's contact information should the victim wish to discuss the event further or requires additional assistance.
- e. Ensure that the encounter complies with the requirements of Connecticut General Statutes § 46b-38b concerning the investigation of family violence crimes by Connecticut Peace Officers, and the Connecticut Police Response To Crimes of Family Violence Model Policies, Procedures and Guidelines.

E. When Referral IS Indicated, Officers Shall:

- 1. If a danger assessment is made or the officer believes it is appropriate, the referral will be implemented as follows:
 - a. Advise the victim that this situation indicates that the victim may be at an increased risk and that others in similar situations have suffered serious injury or death.
 - b. Advise the victim that HPD officers are required to call the Interval House Crisis Hotline (at 860-527-0550) and ask that the victim speak with an advocate.
 - If the victim <u>declines</u> to speak with an advocate, the officer should:
 - 1. Tell the victim that the officer will contact the domestic violence hotline to receive guidance on how to proceed further.
 - Tell the victim that they would like the victim to reconsider speaking with the hotline advocate and;
 - 3. Ask the victim again if they have reconsidered and would now like to speak with the advocate.

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Domestic Violence Lethality Assessment Program

PAGE 6 of 7 EFFECTIVE:

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Regardless of whether the victim continues to decline to speak with an advocate, the officer should provide the same service they would perform for a victim when a referral is not indicated pursuant to the provisions of Connecticut General Statutes § 46b-38b concerning the investigation of family violence crimes by Connecticut Peace Officers, and the Connecticut Police Response To Crimes of Family Violence - Model Policies, Procedures and Guidelines, including conveying information that the advocate may have suggested, reviewing safety tips and discussing the option of leaving the location if possible.

- ii. If the victim <u>agrees</u> to speak with an advocate, the officer will advise the advocate that the officer has completed an assessment that indicates danger or that the officer believes that the victim may be in danger and would like the advocate to speak with the victim.
- c. Officers should avoid using the victim's telephone to contact the Domestic Violence Hotline whenever possible. If no other means are available, Officers should contact their supervisor to facilitate making contact with the Hotline.
- d. Officers should not provide the name of the victim or their contact information to the advocate without the consent of the victim. If the victim does not consent to contacting the Domestic Violence Hotline, Officers shall omit their name and contact information when completing the Lethality Assessment and when speaking with Hotline workers.
- e. During the conversation between the victim and the advocate, the advocate may ask to speak with the officer regarding the situation.
- f. The officer will then be guided by the discussion with the advocate for further assistance, and assist in the development of an immediate safety plan.
- g. Officers should provide reasonable assistance to the victim if the victim wants to leave the residence. Lethality Assessment Program Advocates will provide for transportation of the victim and children and arrange for long-term shelter if necessary.
- h. Prior to leaving the scene, officers shall provide the victim with a OVS (Office of Victim Services), Victim Rights Card, the officer's contact

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Domestic Violence Lethality Assessment Program PAGE 7 of 7

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information, case number, and contact phone numbers for the Public Safety Complex and Interval House.

F. Reporting:

- 1. Responding Officers Shall:
 - a. Complete the Lethality Assessment Screen when necessary and have it signed by a supervisor at the conclusion of the officers' tour of duty.
 - b. Fax a copy of the Lethality Assessment Screen to the Lethality Assessment Program Liaison at Interval House (fax number: 860-247-2042) regardless of whether the victim screened in.
- c. After faxing the copy, check off the "Sent to DV Agency" box at the bottom of the Lethality Assessment Screen.
- d. Submit the Lethality Assessment Screen to Teleserve at the conclusion of their tour of duty.

G. Crime Analysis Unit Shall:

- 1. Verify that required Lethality Assessments have been submitted, and review all Lethality Assessment Screens for completeness.
- 2. On a monthly basis, provide a report to the Interval House which contains the following information:
 - a. The number of Lethality Assessment Screens that were conducted,
 - b. The number of victims screened to be "at risk."
 - c. The number of victims screened to be as not "at risk".
 - d. The number of victims who refused to respond to the screening questions.
 - e. The number of victims who were screened and spoke with a domestic violence advocate.
- 3. Forward all original Lethality Assessment Screens to the Records Division for storage and retention and a copy of all Lethality Assessment Screens to the Domestic Violence Unit for analysis and follow-up.

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DOMESTIC VIOLENCE LETHALITY SCREEN FOR FIRST RESPONDERS

Connecticut Coalition Against Domestic Violence

When to Initiate a Lethality Assessment? When an intimate relationship is involved; AND You believe an assault has occurred, You sense the potential for danger is high, Names of parties or location are repeat names or locations, OR You simply believe one should be done.

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Officei:	Department/Town:	Dat	teti	
Zictlin;	Offender:	Čas	ie #;	
□ Vicilin has been inform	ed that any responses to the following	airestions could be used in th	e criminal	or civil court process.
	not answer any of the questions.	Australia servin he viron in m	e prinținiur.	ox eiyir soni'r py goegai
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	of Questions #1-3 automatically trigg eapon against you or threatened you with		Zee EINE	□ Not Ans.
	The state of the s			
. Has he/she threatened to	kill you or your children?		es □No	□ Not Ans.
Do you think he/she mig	ht try to kill you?	Ϋ́	es □No	□ Not Ans.
Negative responses to Qu trigger the protocol refer	estions #1-3, but positive responses to val.	at least four of Questions #4	-11,	<u></u>
Does he/she have a gun	or can he/she get one easily?	ΠX	es □No	□Not Ans.
Has he/she ever tried to	choke you?	, □ Y	es 🗆 No	□Not Ans.
Is he/she violently or cor	stantly jealous or does he/she control n s?	nöst 🗆 Y	es □No	□Not Ans.
Have you left him/her or	separated after living together or being	; married? ☐ Y	es 🗀 No	□Not Åns.
Is lie/she unemployed?	N. F. COLLEGE	□ <u>`</u> Y	es □No	□Not Ans.
Has he/she ever tirled to l	till himself/herself?	Ϋ́	es 🗆 No	□Not Ans.
. Dó you have a child that	he/she knows is not his/hers?	ДΥ	es □No	□Not Ans.
. Does he/she follow or sp	y on you or leave threatening messages	? \(\text{\tin}\text{\tint{\text{\tetx{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\ti}\\\ \ti}\\\ \text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\tin}}\\ \tittt{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\text{\texi}}\\ \tittt{\text{\text{\texi}\text{\texititt{\text{\texitile}}\tittt{\text{\text{\texi}\text{\texi}\text{\texit{\texi{\texi{\tetit}\tittt{\texi}\tittt{\ti}\texititt{\texi{\texi{\texi{\t	es 🗆 No	□Not Ans.
An öfficer mäy trigger th	e protocol referral, if not already trigg estion, or whenever the officer believed	iered above, as a result of the	victim's	utlan
	ries you about your safety? (If "yes")		Tema same	
heck one: Victim scree	ened in according to the protocol cened in based on the belief of officer			· · · · · · · · · · · · · · · · · · ·
☐ Victim did		V-1		
	advising her/him of a high danger asses No Advocate First Name:	ssment, did the Victim speak v	/ițh the hofl	ine counselor?
Ticer's Signature:	Superviso	r's Signature:		
e: The questions above and the r'lethal violence by a current or not captured by this screen. Alt	criteria for determining the level of risk a pe former inlimate partner. However, each situ hough most victims who screen "positive" or victims of inlimate partner violence.	rson faces is based on the best ava alion may present unique factors th	hat influence i	risk for lethal violence that
		Other (Authorized Agency)		
5		(Name

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CUESTIONARIO DE LETALIDAD DE VIOLENCIA DOMESTIC PARA OFICIALES DE LA POLICIA

Connecticut Coalition Against Domestic Violence

¿Cuándo debe completar un Cuestionario de Letalidad? Cuando se trata de una relación íntima y usted cree que ha ocurrido un asalto, siente que el potencial de pelígro es alto, los nombres de las personas o lugares son nombres o lugares repetidos o simplemente cree que un Cuestionario de puede ser útil.

Numero-Línea de Crisis:						
Official:	Departamento/Cuidad:	Fecha:				
Victima:	Ofensor(a):	Núme	ro de	l caso	:	
🗆 La yícilma ha sidó hifórmáda de que las	respiiestas a las signientes preguntas podrtan ser utili	zados en el proce	so ju	dicial	cri	nlual o civil
🗆 Marque aqui si la vicilma no contesto nin	guna de las pregintas.	Ika-adin law				
Si la victima contesto "si" a cualquier pro	egunta entre el #1 al #3, esto automálicamente inicia	el proceso de refe	rir,			
1. Alguna vez, ha utilizado el/ella un arma en	contra de usted o le ha antenazado con un arma?	⊨ Si		Ņo	.0	No Resp.
2, Le ha amenazádo el/ella con matarle o mata	ır a şus hijos?	□ Si		No		No Resp.
3. Piensa usted que el/ella trate de matarle?		∴ Ši		No	. 🗆	No Resp.
Si la victima contesto "si" a cualquier pre esto inicia el proceso de referir.	gunta entre el # 1 y # 3, o si contesto "si" a por lo me	enos cuatro pregi	iitas	entre	#4 0	1 #11,
4.Tiene el/ella una pistola, o puede conseguir	una fácilmente?	ri Si	ď	Nö	П	No Resp.
5. Alguna vez, ha tratado el/ella de estrangular	le?	n Si		No	Ů	No Resp.
5. Es el/ella violentamente o constantemente c	eloso(a) y/o controla sus actividades diarias?	i Sí	Ė	No	0	No Resp.
7. Se ha separado usted de el/ella después de h	aber vivido juntos o de estar casados?	п Si		No		No Resp.
3. Esta el/ella empleado/trabajando?		n Si	.Ċ	No	۵	No Resp.
). Alguna vez, ha intentado el/ella quitarse la v	rida?	.n Si		No	0	No Resp.
O.Tiene usted un hijo(a) que el/ella sepa no se	a de el/ella?	□ Si		Nọ		No Resp.
1. Le deja el/ella mensajes amenazantes, le pe	erstgue o stgue sus acctones?	□ Si	D	No	П	No Resp.
victima, o porque cree que la victima esta e		o resultado de las	resp	niesta	s de	la ·
Hay algo más que le preocupe sobre su seguri	dad? (Si su contesto si) ¿Qué le preocupa?					
Дагque unà Çasilla:	☐ Victima referida(o) de acuerdo con el profoc ☐ Victima referida(o) basado en lo que cree el ☐ Victima no fue referida(o)		×.			-33-
	nunicarle el alto nivel de peligro, hablo el/ella con un	consejero(a)			31	
le la linea de crisis? 🗆 Si 🗖 No	Nombre del consejero/a?					

Nota: Las preguntas en este cuestionario y el criterio para determinar el nivel de riesgo, están basadas en los mejores estudios disponibles y asociados con viólencia letal entre pareja o ex-pareja. Sin embargo, cada situación puede presentar factores únicos, factores que pueden influenciar o determinar riesgos de violencia letal que no fueron captadas en este cuestionario. Aunque la mayoría de las víctimas que demostraron estár en alto peligro no están pre-destinadas a ser asesinadas, estas víctimas enfrentan un riesgo mucho mas alto que otras víctimas de violencia entre pareja.

Uso Administrativo: D Enviado a una agencia de violencia domestica: D Enviado a la Fiscalía	Enviado a ofra agencia autorizada
	nombre de la agencia autorizada

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CITY OF HARTFORD

INTERDEPARTMENTAL MEMORANDUM

TO:

All Sworn Police Personnel

FROM:

James C. Rovella

Chief of Police

DATE:

March 8, 2017

SUBJECT:

Public Act 15-211

Hartford Superior Court has asked the Department to remind all sworn officers that victim information for all domestic violence arrests and domestic violence warrants must comply with the requirements of Public Act 15-211.

Public Act 15-211 states that all identifying information for family violence victims shall be kept confidential, as existing law requires for sexual assault victims. Below is the language from Sec. 24 of Public Act 15-211:

Section 54-86e of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2015*):

The name and address of the victim of a sexual assault under section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-72b or 53a-73a, or injury or risk of injury, or impairing of morals under section 53-21, or of an attempt thereof, or family violence, as defined in section 46b-38a and such other identifying information pertaining to such victim as determined by the court, shall be confidential and shall be disclosed only upon order of the Superior Court, except that (1) such information shall be available to the accused in the same manner and time as such information is available to persons accused of other criminal offenses, and (2) if a protective order is issued in a prosecution under any of said sections, the name and address of the victim, in addition to the information contained in and concerning the issuance of such order, shall be entered in the registry of protective orders pursuant to section 51-5c.

Effective immediately, all domestic violence arrest reports and domestic violence warrants shall be submitted using Jane Doe or John Doe to identify the victim. The victim's actual information shall be submitted on a CIR Supplement, as is consistent with sexual assault victims.

POST Credit Make Up Exam:

Domestic Violence [607]

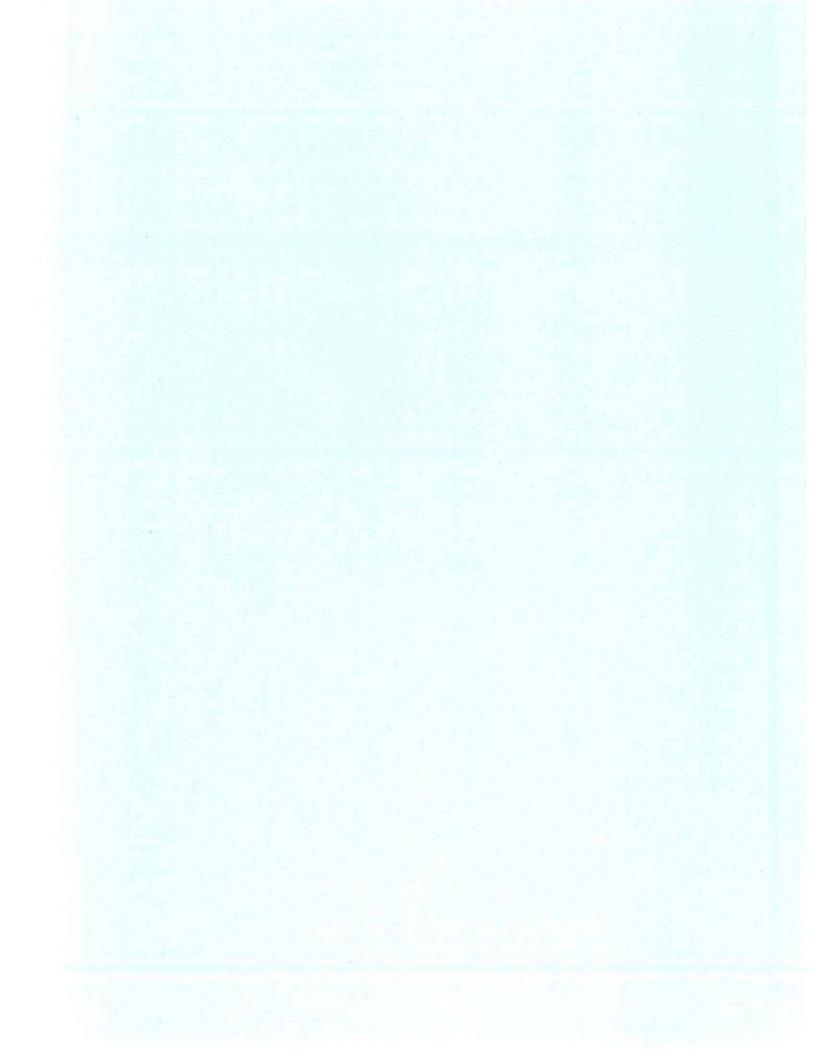
- 1. Which one is <u>not</u> considered a family/household member?
 - A. 18 yr. old related by blood
 - B. Spouse/former spouse
 - C. Neighbor
 - D. People residing together or have in the past
- 2. What is not an example of physical violence?
 - A. Assault with a weapon
 - B. Choking someone
 - C. Being subjected to reckless driving
 - D. A verbal argument over a television show
- 3. When do most domestic violence incidents occur during the year?
 - A. Holidays
 - B. Evening hours
 - C. Spring
 - D. Winter
- 4. When responding to the scene of a domestic violence incident, it is critical to;
 - A. Go alone
 - B. Respond light and sirens
 - C. Approach silently and do not park in front of the home
 - D. Park in the driveway with lights on
- 5. In the state of Connecticut, an arrest will not be made if the individuals involved do not wish to press charges when physical abuse is evident.
 - A. True
 - B. False
- 6. Domestic violence is an incident resulting in physical harm, bodily injury or assault, or an act of threatened violence that constitutes fear of imminent physical harm, verbal abuse between family or household members.
 - A. True
 - B. False

7.	The worst place to interview a person during a domestic violence incident is: A. The backyard B. Kitchen C. Backyard D. Bedroom
8.	A protective order is issued by Civil Court and a Restraining Order is issued by Criminal Court. A. True B. False
9.	In regards to the completing the Domestic Violence Lethality Screen, a "Yes" response to questions #1-3 automatically triggers the protocol response. A. True B. False
10.	According to Public Act 15-211, all domestic violence arrest reports and domestic violence warrants shall be submitted using Jane Doe or John Doe to identify the victim. The Victim's actual information shall be submitted on a CIR Supplement, as is consistent with sexual assault victims. A. True B. False
11.	Juveniles in family violence incidents are subject to the provisions of family violence laws. A. True B. False
12.	 A police officer may seize firearms/ electronic defense weapons when; A. The weapon is at the location where the crime is alleged to have been committed B. The weapon is in possession of any person arrested for the commission of such crime C. The weapon is in plain view D. All of the above
	The four forms required in completing a domestic violence report are: Office of Victim Services Card, Family Violence Offence Report, and a Domestic Violence Lethality Assessment Screen. A. True B. False

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POSTC-50-B

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



Rev. 05/2017

FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFICE	ER: Maldonado Roberto DEP	PARTMENT:	Hartford	į.	POST ID#	·
Firear	rms Qualification per GN 03-3 "Each 3 hour of hours of range for a total of 9	class will co 9 hours in t	onsist of o	one-hour cla	assroom time	e and two
Minir	mum passing firearms qualification score= 80% (\ <u>.</u>			d course
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					/	10
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Witnes Signati		Only required	if officer re-	ceiving trainin	ng is a Firearms	Instructor)
	**I am a currently certified POSTC instructo			ctional areas	taught above	
	INSTRUCTOR NAME (PRINT)	INSTRUC			PIRATION DA	TE
Nicole	e Mordasiewicz	398	12	10/31/2020	1	
redit hou ind Traini Thi	must be maintained for each officer by the police deurs received. For audit purposes, a copy of this form ping Council. is form must be signed by both the officer re	must be provi	ided when r	the Departn	the Police Office	er Standards
of my l with th notice i	read and signed this form and attest that the info knowledge. I understand that intentionally making intent to mislead a public servant in the perform is punishable by law. False Statement in the 2 nd day. Misdemeanor.	ng a false wri mance of thei	itten staten ir official f	ment that I do functions on a	o not believe to a form bearing	o be true g this
Training	5/8/18 Date	Officer	Receiving	Mg (Training Signate	5/8, fure	Date
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POST Credit Make Up Exam:

Domestic Violence [607]

1. Which one is **not** considered a family/household member?

A. 18 yr. old related by blood

	B. Spouse/ former spouse C. Neighbor D. People residing together or have in the past
2.	What is <u>not</u> an example of physical violence? A. Assault with a weapon B. Choking someone C. Being subjected to reckless driving D. A verbal argument over a television show
3.	When do most domestic violence incidents occur during the year? A. Holidays B. Evening hours C. Spring D. Winter
X	When responding to the scene of a domestic violence incident, it is critical to; A. Go alone Respond light and sirens Approach silently and do not park in front of the home D. Park in the driveway with lights on
% ,	In the state of Connecticut, an arrest will not be made if the individuals involved do not wish to press charges when physical abuse is evident. True B False
6.	Domestic violence is an incident resulting in physical harm, bodily injury or assault, or an act of threatened violence that constitutes fear of imminent physical harm, verbal abuse between family or household members. A True B. False

7.	The worst place to interview a person during a domestic violence incident is: A. The backyard B. Kitchen C. Backyard D. Bedroom
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24	Juveniles in family violence incidents are subject to the provisions of family violence laws. True B False
12.	A police officer may seize firearms/ electronic defense weapons when; A. The weapon is at the location where the crime is alleged to have been committed B. The weapon is in possession of any person arrested for the commission of such crime C. The weapon is in plain view All of the above
d 3.	The four forms required in completing a domestic violence report are: Office of Victim Services Gard, Family Violence Offence Report, and a Domestic Violence Lethality Assessment Screen. B False

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STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

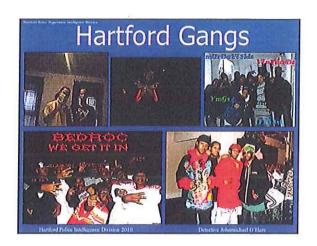
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OFFICER	(Last)	(First)	(MI)	DEPARTME	NT:	Hartford	!	PO	ST ID#	
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The Questions for CT Gang Perspective

- 1. What is Connecticut's largest gang?
 - a. Bloods
 - b. Latin Kings
 - c. Crips
 - d. Mafia
- 2. All teens and young adults that wear gang color are gang members.
 - a. True
 - b. False
- 3. Which gang uses the term "Amor De Rey"
 - a. Aryan Brotherhood
 - b. 18th Street
 - c. Latin Kings
 - d. Crips
- 4. What gang is considered to be the ones who started gangs in CT?
 - a. Russian Mob
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 - c. Crips
 - d. 20 Love
- 5. Where would 2 gangs affiliate with the People Nation in Connecticut?
 - a. Bloods and Latin Kings
 - b. Crips and Los Solidos
 - c. Hells Angels and MS 13
 - d. None of the above
- 6. The Los Solidos are found in what major Connecticut City?
 - a. New Haven
 - b. Waterbury
 - c. Avon
 - d. Hartford
- 7. What gang represents with the color blue, crosses out the letter "B" in their writing and affiliates with the Folk Nation?
 - a. Hell's Angels
 - b. Crips

- c. Dip Set d. None of the above 8. What is the new white supremacist trend emerging in Connecticut? a. Allowing non-white members b. Hiding their beliefs behind a religion c. White collar crime d. Holding peaceful marches 9. What is a useful investigative tool for intelligence gathering?
- - a. Twitter
 - b. Instagram
 - c. Facebook
 - d. All of the above
- 10. What makes up a traditional gang?
 - a. By laws
 - b. Charter
 - c. Hierarchy
- 11. Outlaw Motorcycle Gangs wear a three piece patch on their vests.
 - a. True
 - b. False
- 12. The collaboration with law enforcement agencies and the Department of Correction is a vital key to intelligence gathering and sharing.
 - a. True
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- 13. Social Media does NOT play a big part of collaborating information in identifying gang members.
 - a. True
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- 14. Gang members use the following to show their gang membership.
 - a. Colors
 - b. Tattoos
 - c. Social Media
 - d. All of the above
- 15. The Crips and the Gangster Disciples are part of the Folk Nation.
 - a. True
 - b. False



Gang Defined:

 A gang is a group of three or more persons who have a common identifying sign, symbol, or name who individually or collectively engage in or have engaged in, criminal activity which creates and atmosphere of fear and intimidation.
 Criminal activity includes juvenile acts that if committed by an adult would be a crime.

Membership

- As of 7/1/09 there were over 139 identified Gangs in the city of Hartford
- Membership was close to 3400 identified members
- Gangs range from National Gangs: Bloods, Latin Kings, Solidos; to local street gangs: The Ave, Bed-Roc, C.O.T., Orange Street Killas
- Majority of gang members range in age from 13-17 years old

Why Join a Gang?



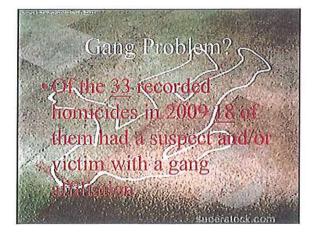
- · Recognition "Street Cred"
- · Sense of Family (Belonging)
- · Protection/Fear
- · Camaraderie/Geography

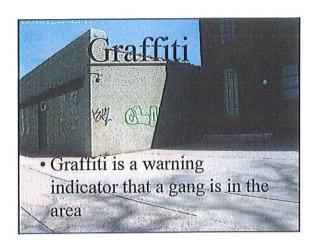
Driving Forces of a Gang Culture

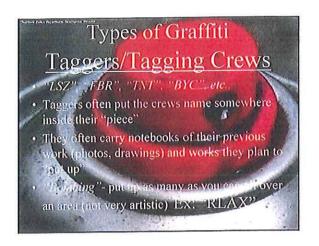
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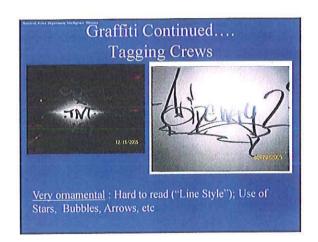
- Respect
- Reputation
- Revenge

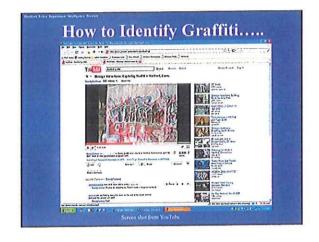




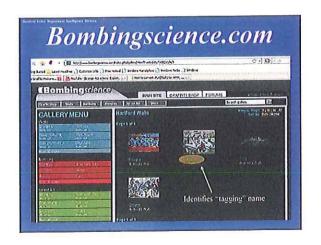


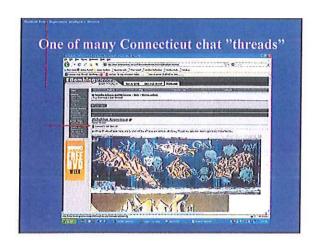


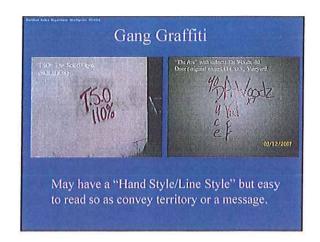


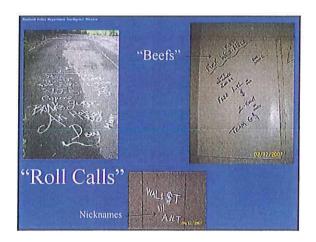




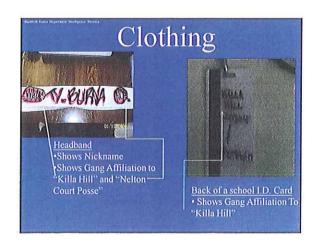


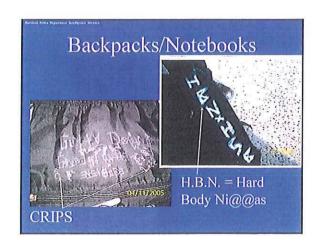


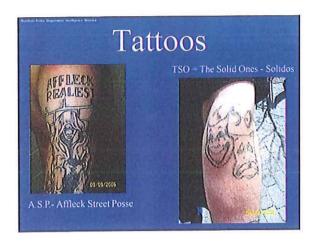


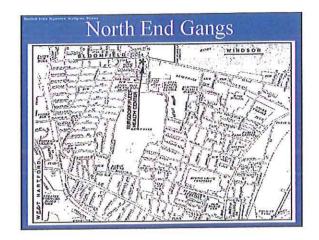




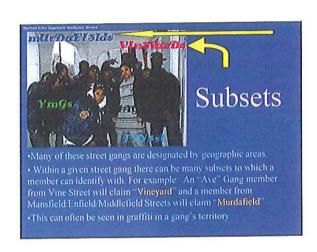












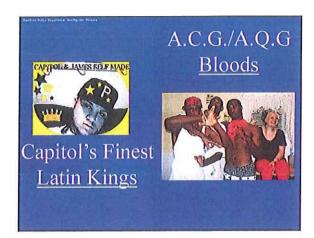




National Gang Affiliations

Many street gangs have affiliations to larger gangs

- Capitol's Finest Latin Kings
- Orange Street Killas- Bloods
- A.C.G./A.Q.G. Bloods



Latin Kings Identifiers

The Latin Kings are known to wear Black and Gold colors. They often wear black and gold sneakers (As seen below). A five-pointed crown is representative of Latin Kings and can also be seen on clothing or as a tattoo. The phirase "Amor De Rey" (Love the King) is often said or displayed on clothing, sometimes abbreviated as "A.D.R."

The abbreviation A.L.K.Q.N. (The Almighty Latin King and Queen Nation) is often displayed on clothing and tattoos.

Black and Gold Yankees hats (Homage to New York) or Pirates Hats are often worn as well.







Solidos Identifiers

The Los Solidos are known to wear Red and Blue (Sometimes with White) colors and beads (A tribute to their original gang roots-The Ghetto Brothers and the Savage Nomads). Los Solidos also often wear jewelry or have tattoos of theatre masks depicting tragedy and happiness (As seen below). The letters T.S.O. are often depicted in tattoos or on clothing and represent "The Solid Ones"







Blood Identifiers

Bloods on East Coast follow UBN (United Blood Nation). Started in Rikers Island in 1992 there were originally 7 New York Blood Sets. UBN is very different from West Coast Bloods although there have been efforts to reconcile the two groups (DAMU). According to CT Department of Corrections, "Bloods" are the fastest growing Security Risk group within the prisons.





"Crip Killer" hand sign on right side





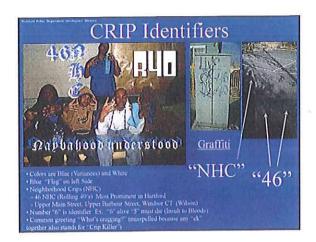
alliance). The number "6" represents "Crips" and all others who align under the "Folk Nation" gang alliance.

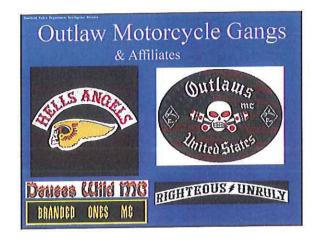
ix: "5 poppin 6 droppin" is a common Blood phrase to disrespect "Crips"

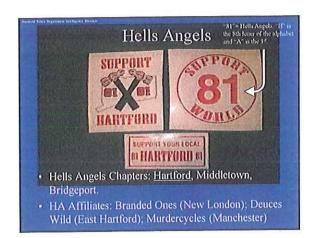
Bloods Cont...

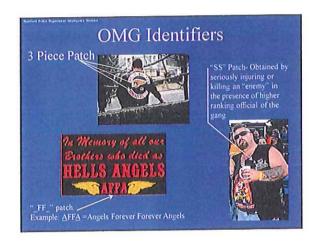
- The original Blood (UBN) sets were.

 Mad Stone Villains (MSV), Valentine Bloods (VB), Nine Trey
 Gangsters (NTG), Gangster Killer Bloods (GKB), One Eight
 Trey(183) Bloods, Hit Squad Brims (HSB), Blood Stone
 (BSV) and Sex, Money and Murder (SMM)
- Sets seen in Greater Hartford: NTG (Nine Trey Gangstas), 5'9 BRIMS, Sex Money Murder, Outlawz, G-Shine (GKB), TTP (West Coast based Tree Top Piru), "021" & "031" (Rival prison Blood sets in Manson Youth Facility)



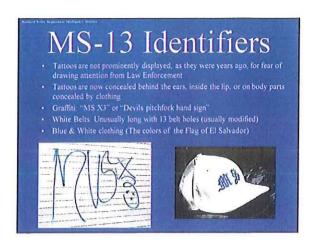


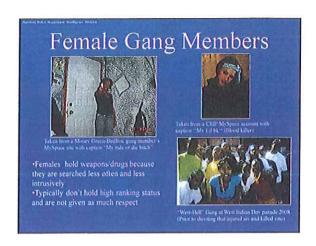


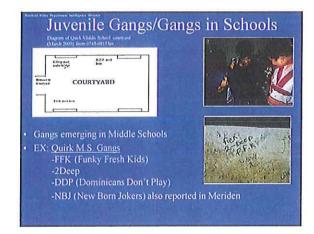


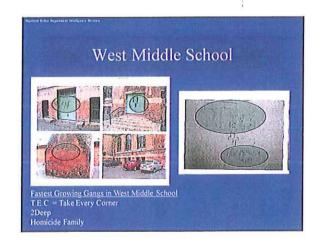


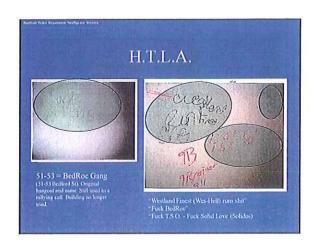


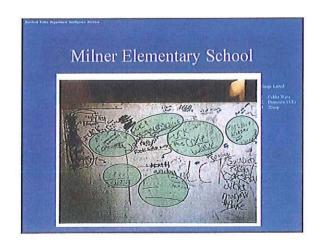




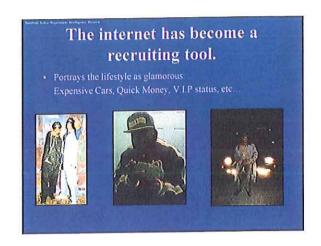




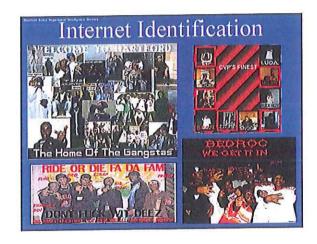


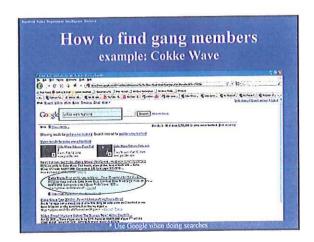


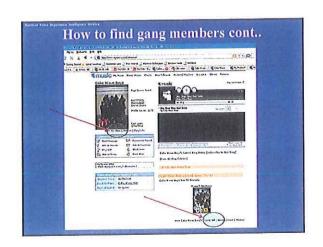


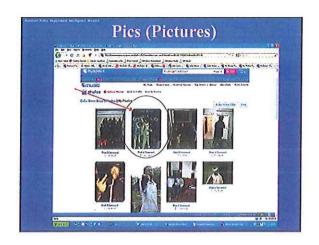


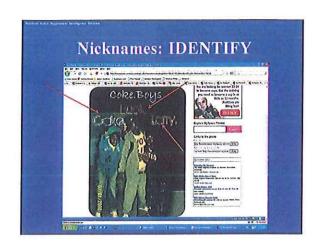


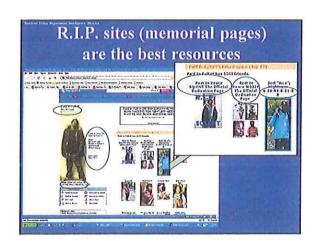




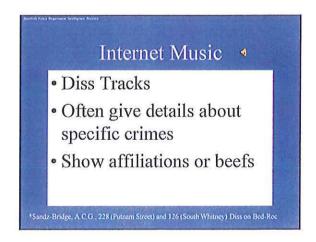








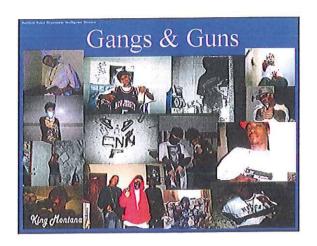






Gang Trends

- Most street gangs lack the pyramid structure of traditional gangs.
- Many will have older members/founding members who will retain most credibility and can influence younger members.
- Shared profits are rare amongst today's street gangs but they will help to "put on" a fellow member by supplying guns/drugs.



449 Guns recovered from the streets of Hartford in 2009

* 400 in 2008

Attention to Detail

- Pay close attention to clothing, backpacks, notebooks, tattoos, wall hangings and area graffiti.
- Document details that may indicate suspected gang activity
- Crimes: Retaliation, prior history of victim/suspects, etc)

Ask Gang Specific Questions

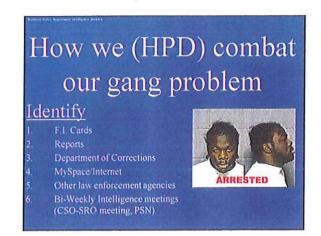
 Many will deny any gang affiliation due to restrictions imposed inside the Department of Corrections if they are classified.

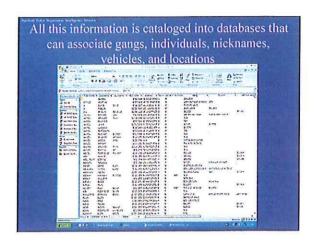


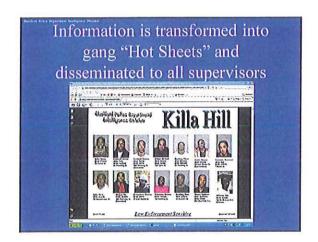
....Some are more than willing to prove it

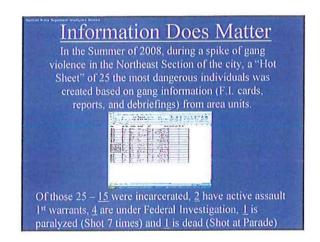
Photos taken by
H.P.D. Community



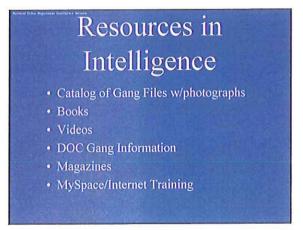




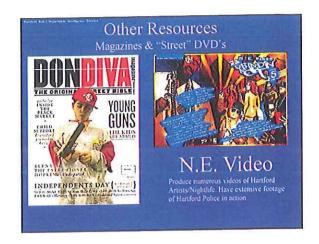




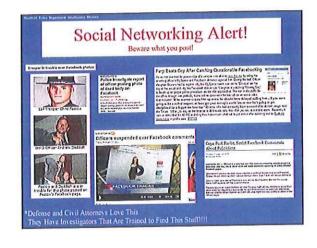


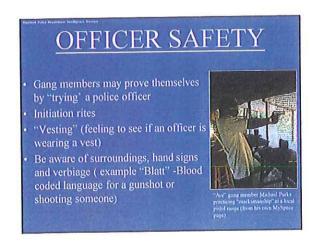


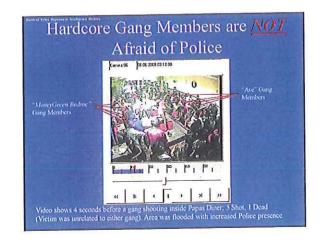












Lt. Luis Rodriguez
Sgt. Mack Hawkins
Det. Rich Medina
Det. William Rivera
T57-4217
Det. Johnmichael O'Hare
757-4304

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POSTC-50-B

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



Rev. 05/2017

FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFIC	CER: PA, Authory M DEF	PARTMEN	ļТ: _I	lartford	ı	POST	ΓID#	
Firea	arms Qualification per GN 03-3 "Each 3 hour of hours of range for a total of s	öläss wil 9 hours i	ll con: in the	sist of three-	one-hour cl year period.	assroom ."	time a	ind two
Mini	imum passing firearms qualification score= 80% ((240/300)	of a m	iinimun	1 60 round PC	OSTC app	roved (course
·Area	Торіс			Course credit	Date	_** Ins	structor	Signatur
624	Gangs & Gang Violence		1	1	6/15/18	2	Isla	
							V	
	Emiliary and the control of the cont	nedial Tra	ining	Require	ed: Yes		No	
Witnes Rignat		Only requi	red if c	officer re	ceiving trainin	ıg is a Firea	ırms İns	structor)
	**I am a currently certified POSTC instructo	or in each				taught ab		
Eric L	.emke		3684		1/31/2019	I HM CLOSE	DALL	-
	* .							
	s							
redit hou ınd Train	n must be maintained for each officer by the police de urs received. For audit purposes, a copy of this form <u>r</u> ning Council. iis form must be signed by both the officer re	must be pr	rovided	<u>d</u> when r	requested to the	he Police (Officer S	Standard
of my l with th notice	read and signed this form and attest that the inforknowledge. I understand that intentionally making the intent to mislead a public servant in the perform is punishable by law. False Statement in the 2 nd do Misdemeanor.	ng a false value of t	writte their o	n staten fficial fi	nent that I do functions on a	o not believ a form bea	ve to be	e true [.]
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ANTHONY PIA

The Questions for CT Gang Perspective

- 1. What is Connecticut's largest gang? (a) Bloods b. Latin Kings c. Crips d. Mafia 2. All teens and young adults that wear gang color are gang members. a. True (b) False 3. Which gang uses the term "Amor De Rey" a. Arvan Brotherhood b. 18th Street (c.) Latin Kings d. Crips 4. What gang is considered to be the ones who started gangs in CT? a. Russian Mob b. The Ave c. Crips (d.) 20 Love 5. Where would 2 gangs affiliate with the People Nation in Connecticut? (a.) Bloods and Latin Kings b. Crips and Los Solidos c. Hells Angels and MS 13 d. None of the above 6. The Los Solidos are found in what major Connecticut City? a. New Haven b. Waterbury c. Avon (d.) Hartford 7. What gang represents with the color blue, crosses out the letter "B" in their writing and affiliates with the Folk Nation?
 - a. Hell's Angels
 - (b.) Crips

9. What is a useful investigative tool for intelligence gathering?
a. Twitter
b. Instagram
c. Facebook
d. All of the above
10. What makes up a traditional gang?
a By laws
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11. Outlaw Motorcycle Gangs wear a three piece patch on their vests.
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b. False
12. The collaboration with law enforcement agencies and the Department of
Correction is a vital key to intelligence gathering and sharing.
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b. False
13. Social Media does NOT play a big part of collaborating information in
identifying gang members.
a. True
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14. Gang members use the following to show their gang membership.
a. Colors
b. Tattoos
c. Social Media
d. All of the above
15. The Crips and the Gangster Disciples are part of the Folk Nation.
(a) True
b. False

8. What is the new white supremacist trend emerging in Connecticut?

c. Dip Set

d. None of the above

c. White collar crime

a. Allowing non-white members

d. Holding peaceful marches

(b.) Hiding their beliefs behind a religion

Medina, Rafael

From:

O'Brien, Kevin

Sent:

Friday, December 14, 2018 9:12 AM

To:

Medina, Rafael

Subject:

FW: Instructor Usage

Importance:

High

From: Tanner, William [mailto:William.Tanner@ct.gov]

Sent: Thursday, December 13, 2018 3:49 PM

To: Garcia, Rebeca <Rebeca.Garcia@Bridgeportct.gov>; Shelby, Robert A. <SHELR001@hartford.gov>; Brian Rojee

<BRojee@ci.milford.ct.us>; James Okeefe (jokeefe@ci.milford.ct.us) <jokeefe@ci.milford.ct.us>;

william.steck@newbritainct.gov; Robert Criscuolo < RCriscuolo@newhavenct.gov>; Mark Russo < MRusso@wtbypd.org> Cc: Flaherty, ThomasE < ThomasE.Flaherty@ct.gov>; Keith Mello (kmello@ci.milford.ct.us) < kmello@ci.milford.ct.us>

Subject: Instructor Usage

Importance: High

A practice has come to our attention that, if true, must cease immediately. It is possible that some instructors are pre-signing the instructor portion of the POSTC-50 form (Review Training Credit Report) and filing them in the training office. At a future date, training staff (Not endorsed in the training area being administered) are administering that instructor's training via a handout and examination on the material, and then completing the date portion of the POSTC-50 next to the instructor's signature indicating that the listed instructor administered the training on that date. IF OCCURRING THIS MUST CEASE IMMEDIATELY AS THIS IS FALSIFYING THE RECORD.

We do not have certified instructors; we have instructors certified by POST to teach specific topic areas so it is impossible for me to believe that officers would think this practice acceptable. If we had generic instructors, we would not have 109 specific topical areas <u>and</u> requisite Instructor Criteria for each of those 109 areas.

Any review training credits issued following the above practice are invalid and do not count towards an officer's recertification. This obviously has serious ramifications for student-officer's certification status. It might also result in the decertification of persons signing these forms if they know the information is incorrect. A civilian instructor would be open to decertification if this was done with their knowledge. An officer/instructor can be decertified as both an instructor and an officer for falsifying the form.

Instructors are free to share training materials and lesson plans; however, each person must meet the instructor criteria independently in order to teach an area.

A similar message will go out to all training officers but I wanted to address the Academies initially because I have solid emails for all of you. You are also, because of your size, training a great number of officers.

INSTRUCTORS CAN ONLY TEACH AND ISSUE REVIEW TRAINING CREDIT HOURS FOR AREAS IN WHICH THEY ARE ENDORSED.

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William E. Tanner, III MPA

Compliance Officer – Certification Division Connecticut Police Academy 285 Preston Avenue Meriden, CT. 06450

A CALEA Accredited Public Safety Training Academy

Office: 203-427-2606 Cell: 860-841-7584 Fax: 203-238-6643



CONFIDENTIALITY NOTICE:

The information in this email and any attachments hereto are strickly confidential. They are intended solely for the attention and use of the named addressee(s). If you are not the intended recipient, please notify the sender immediately. Unless you are the intended recipient or their representative, you are not authorized to and must not; read, copy, distribute, use, or retain any portion of this message and any attachments hereto.

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Medina, Rafael

rom:

Bowsza, Brian J.

sent:

Friday, December 14, 2018 11:07 PM

To:

Shelby, Robert A.

Cc:

Rosado, David; Medina, Rafael; Powell, Ian B.; Rendock, Dustin J.

Subject:

Memorandum re: Pre-signing POSTC forms

Attachments:

Academy Pre-Signing Memorandum.doc

Good Evening Lt. Shelby.

Please see the attached memorandum from Chief Rosado. Please let me know if you have any questions, concerns, or information at this time which may be helpful regarding this matter.

BRIAN BOWSZA LIEUTENANT HARTFORD POLICE DEPARTMENT CHIEF OF STAFF

Public Safety Complex | 253 High Street | Hartford, CT 06103 T: 860.757.4487 | F: 860.722.8270 | E: BOWSB001@Hartford.Gov

CITY OF HARTFORD

INTERDEPARTMENTAL MEMORANDUM

TO:

Lieutenant Robert Shelby

Training Academy Commander

FROM:

Chief David Rosado

DATE:

December 14, 2018

SUBJECT:

Academy Instruction Practices

Information has recently been discovered indicating that some procedures of the Hartford Police Training Academy must be amended.

It seems that in an effort to maintain the certifications of our officers, the practice of the Hartford Police Department has been to have POSTC certified instructors pre-sign the "instructor box" of POSTC-50 forms (Review Training Credit Reports) related to their endorsed areas of instruction. Those pre-signed forms would then be filed at the Academy with relevant training materials. When officers were required to make-up continuing education credit hours, they would meet with Academy personnel, who would then conduct instruction utilizing the training materials supplied by the POSTC certified instructor. The date of instruction box would be filled in at that time, and the forms were filed and/or submitted to POSTC as evidence of the instruction.

Consequently, some personnel were providing instruction in areas that they aren't necessarily certified by POSTC to teach.

The POSTC Certification Compliance Officer, Mr. William Tanner, III, has indicated that POSTC does not have certified instructors; they have instructors certified by POSTC to teach specific topic areas.

Therefore, the aforementioned pre-signing practice must *cease immediately*.

I am directing you to thoroughly review the practices of the Hartford Police Academy concerning recertification of Hartford Police Officers. I believe a consultation with Mr. Tanner would be both helpful and appropriate during that review.

After completing that evaluation, provide an explanatory memorandum to Captain Ian Powell and Deputy Chief Dustin Rendock outlining necessary corrective steps and recommendations. Those steps and recommendations must be entirely compliant with POSTC regulations, policies, and procedures.

DR/h48

Distribution: A/C Rafael Medina D/C Dustin Rendock Captain Ian Powell File

CITY OF HARTFORD

INTERDEPARTMENTAL MEMORANDUM

TO:

Assistant Chief Rafael Medina, III

FROM:

Lieutenant Brian Bowsza

Chief of Staff

DATE:

December 19, 2018

SUBJECT:

Lanza Arbitration Testimony Investigation

At approximately 1200hrs today, Lieutenant Paul Cicero came to my office and informed me that he had been contacted by NBC30 reporter Shyang Puri. He said that Ms. Puri wanted to speak with Chief Rosado about an internal investigation.

I took the message and relayed it to Chief Rosado, who directed me to contact Ms. Puri to determine the purpose of her call.

During my subsequent phone call with Ms. Puri, she reported to me that she was in possession of transcripts from the Lanza arbitration hearings, a POSTC form with Assistant Chief Thody's signature, and several of Assistant Chief Thody's timecards. Ms. Puri requested that I authenticate the documents and to confirm that there was an investigation underway related to this matter. She also asked me to confirm that you were conducting the investigation, and to explain to her how Assistant Chief Thody's signature would have gotten onto the form. Ms. Puri sent me the documents she was referring to via email.

I advised her that I am unable to speak on the matter, but I would inform Chief Rosado about her inquiry.

Ms. Puri contacted me a second time at approximately 1415hrs and stated that the documents she had sent me had been authenticated today by Hartford Police Union Attorney Marshall Segar. During that phone call, Ms. Puri further stated that she had spoken with Hartford Police Union President, Sergeant John Szewczyk. She said that Sergeant Szewczyk did not authenticate the documents from the hearing, but did discuss what he witnessed in the disciplinary hearing the day Assistant Chief Thody testified. She also said that Sgt. Szewczyk provided her with some kind of statement.

Based on my telephone conversations with Ms. Puri, I believe that your November 5, 2018 directive to not discuss the investigation with anyone other than the union, legal representation, or an EAP peer support person is being continuously disregarded, thereby potentially jeopardizing the integrity of your investigation. I felt compelled to bring this

information to your attention because I believe thorough and impartial investigations are critical to maintaining both internal and external procedural justice, and also because I don't believe that the aforementioned actions of members of the Hartford Police Union are in the best interests of this department.

I have attached a copy of Ms. Puri's email to this memorandum for your review.

BB/bb

Medina, Rafael

om:

Bowsza, Brian J.

sent:

Thursday, December 20, 2018 9:02 AM

To:

Medina, Rafael

Subject:

FW: From NBC CT - Documents

Attachments:

thody arbitration documents.pdf

A/C

Per your request, this is the email I received from Ms. Puri.

From: Puri, Shyang (NBCUniversal) [mailto:Shyang.Puri@nbcuni.com]

Sent: Wednesday, December 19, 2018 12:06 PM To: Bowsza, Brian J. <BOWSB001@hartford.gov>

Subject: From NBC CT - Documents

Here you go

Shyang Puri

shyang.puri@nbcuni.com







Bowsza, Brian J.

rom:

Puri, Shyang (NBCUniversal) <Shyang.Puri@nbcuni.com>

sent:

Wednesday, December 19, 2018 12:06 PM

To:

Bowsza, Brian J.

Subject:

From NBC CT - Documents

Attachments:

thody arbitration documents.pdf

Here you go

Shyang Puri Reporter

shyang.puri@nbcuni.com

(c) 917.658.3254









STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

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Hartford Police Union

-and-

City of Hartford

Grievance: Discharge - Robert Lanza

HEARING -- DAY 3

DATE:

October 16, 2018

HELD BEFORE:

Elizabeth Neumeier, Arbitrator

HELD AT:

Pullman & Comley, LLC 90 State House Square

Hartford, CT



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1	APPEARANCES:	
2	•	
3	REPRESENTING THE HARTFORD POLICE UNION:	
4	Marshall Law, LLC 50 Columbus Boulevard, 3rd Floor	
5	Hartford, CT 06106 marshalllawusa@gmail.com	
6	860-373-2210 By: Marshall T. Segar, Esq.	
7	REPRESENTING THE CITY OF HARTFORD:	
8	Pullman & Comley, LLC	
9	90 State House Square Hartford, CT 06103-3702	
10	860-424-4387 jshea@pullcom.com	
11	By: John P. Shea, Jr., Esq.	
12	ALSO PRESENT:	
13	Lieutenant Brian Bowsza Sergeant John Szewczyk, Union President	
14	Robert Lanza	
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	1	you very much.	
	2	(Off the record briefly.)	
	3	MR. SHEA: The City calls Assistant	
	4	Chief Jason Thody.	
	5		
	6	ASSISTANT CHIEF JASON THODY, called	
	7	as a witness, having been first duly sworn,	
1	8	was examined and testified as follows:	
	9		
	10	DIRECT EXAMINATION	
	11	*	
20	12	BY MR. SHEA:	
0.00	13	Q Good afternoon, Chief.	
	1.4	A Good afternoon.	
	15	Q If you could, could you just give us a brief	
1	16	description of your current position and assignment?	
1	.7	A Sure. I'm the assistant chief of administration	
1	.8	and professional standards. I oversee areas of the	
1	9	department including Internal Affairs, training academy,	
2	0	criminal relations, budgeting, basically everything	
2	1	nonoperational.	
2	2	Q And are you also certified to provide	
2	3	instruction to recruit training?	
2	4	A Yes, I'm a POSTC certified instructor.	
2.	5	Q And are you familiar with the concept of fair	

and impartial policing?

A I am.

Q If you can just maybe give a brief explanation how you first became familiar with that topic or concept?

A Sure. After the president's task force on 21st Century policing was released, there was a large section on trust and legitimacy, and in there, there was reference to implicit bias training in police officers.

So as a department, the chief tasked me then with going out and trying to find a training program that would talk about implicit bias and its effects on police officers and on the folks that we deal with in our work. So I went out and — this Fair & Impartial Policing is the training program that we selected to bring to the department.

Q When you say "we selected," is that a program prepared by POSTC or by some other outside entity or where did you find that program?

A So initially it's an outside entity.

Dr. Lorie Fridell is the founder of Fair & Impartial

Policing, LLC. It's a company that puts the training

together. They were pretty well regarded. We did some

calling around about some of the programs that were having

some success in instruction. So it's a private company.

We brought them in, "we" meaning the police department.

	1 Hartford Police Department paid for them to come in and do
	2 a train-the-trainer program for myself, we had four or
	3 five other officers from the department trained, and we
ĺ	4 also invited some of the surrounding departments including
	POSTC instructors to come as well. Shortly after that,
	POSTC adopted this training as a mandatory training for
	7 recruits and also for in-service.
	Q So at the time you identified the program and
,	arranged for the training, it was not POSTC mandated,
10	correct?
13	A It was not, no.
12	Q It now is?
13	A Now is.
14	Q Do you know approximately when POSTC began
15	mandating the fair and impartial police training?
16	A We brought the training here in 2015, and I
17	believe it was shortly after that.
18	Q And does the department and the HPD provide fair
19	and impartial policing as part of basic training at the
20	police academy?
21	A Yes, myself and one of the other officers that
22	have been certified as an instructor train each recruit
23	class since we were trained in 2015.
24	Q With respect to the basic recruit training, that
25	is POSTC mandated, correct?

1	A Correct.	
2	Q With respect to in-service training, does the	
3	Hartford Police Academy provide in-service training with	
4	respect to fair and impartial policing?	
5	A We did, yes. We put all three iterations of the	
6	department through the fair and impartial policing program	
7	during in-service training.	
8	Q Now, does POSTC mandate the fair and impartial	
9	policing be provided in service for purposes of	
10	recertification?	
11	A I don't believe it's a mandated area for	
12	recertification. I'd have to look at that. I think it's	
13	considered an elective.	
14	Q Okay. Now, I'm going to try and there's a	
15	document that should be marked as City Exhibit 9, but I	
16	don't know if it's been out yet today or where it is.	
17	Here it is.	
18	Chief, I've handed you a document that's been	
19	previously admitted as City Exhibit 9, and I'm just going	
20	to ask you to take a moment and review that.	
21	A Sure. Okay.	
22	Q Are you familiar with this document?	
23	A Yes.	
24	Q And what is it?	
25	A This is the PowerPoint dated 1/26/16. So this	

1 is the PowerPoint that we used to train the in-service 2 block of instruction. 3 And I don't know if you have an independent recollection of this. I'll start with that. With respect 4 5 to in-service, is the fair and impartial policing, is that 6 taught in one single sitting or is it possibly spread over 7 a couple sittings or blocks or modules? Do you know? 8 A For the in-service we did it in two blocks. 9 Are you able, from either your extensive knowledge of the subject matter or your review of City 10 11 Exhibit 9, to determine which slides constitute each 12 block? 13 This should be more the break. Module 2 is 14 roughly halfway through on the top of a re-numbered page 15 It says "Module 2" in the upper left-hand corner. 16 Q On the slide that appears to be titled "The 17 Impact of Biased Policing on Community Members and the 18 Department"? 19 A Yes. 20 0 So would I be correct in understanding that if 21 an officer's POSTC form indicated he received fair and 22 impartial policing either Part 1 or Module 1, it would be 23 the first portion of this, and if his POSTC form indicated 24 it was Part 2 or Module 2, it would have been the section

beginning with Module 2 that you just identified?

A That's correct.

Q And I know you kind of touched on some of this in your previous testimony, but if you could, are you able to kind of outline the goals of fair and impartial police training with a little more detail?

A Yes. Fair and Impartial Policing is essentially training on the science behind implicit bias and the identification of implicit versus explicit bias. So what we look to do in the training is make officers aware of implicit bias, what that means, the impacts of decision-making that's based on bias, the impact of public perception when it comes to bias, and then we relate that to how it can bolster procedural justice and legitimacy and ultimately make — the ultimate goals of the training which are kind of repeated over and over in these slides is to make policing more effective and safer for both the community and the police officers.

Q When you talk about procedural justice, could you just maybe give us a quick explanation or example of procedural justice?

A Sure. So procedural justice generally is the idea that community members have a voice in the process, that decisions are made by police officers based on facts and not based on predetermined bias or anything like that. It is basically the fairness, to put it as simply as

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possible, the fairness of the process of officers' interactions with community. So we teach our officers that even if it's clear that one person's at fault and the other one is not, that you give both parties a voice so they feel like they're part of the process of coming to a decision. And that's procedural justice in a nutshell. You talked about that with respect to, I think, 0 impact upon legitimacy. If you can talk a little bit about the concept of legitimacy, that would be helpful. Legitimacy is easy. It's the idea that what we do as police officers is for the common good; it has a legitimate purpose. An example would be in Ferguson where the Ferguson report showed that the department was actually a money-making operation through giving parking tickets. That's not a legitimate purpose for a police department. A legitimate purpose would be public safety, would be fostering procedural justice where people feel safe from both crime and the police department. So legitimacy is the feeling that we serve a just purpose as police officers. 0 And how does bias or perceived bias affect the

Q And how does bias or perceived bias affect the sense of legitimacy a community has within the department?

A Specifically, in procedural justice there's kind of four legs to it, having a voice, and two of the four legs deal with implicit bias and explicit bias in that

1.0

officers that have a preconceived notion how a situation is going to end based not on facts, but based on the way that they feel about something through their upbringing or whatever bias they may have, that that would impact negatively on legitimacy. We would not be seen as a legitimate entity at that point.

Q It's mentioned here in some of the slides, but in terms of what legitimacy promotes within the community -- and I notice one of the slides says it promotes cooperation with the police -- how does legitimacy provide cooperation with the police?

A So when the police department is perceived as legitimate, people are more apt to cooperate. We'll end up with witnesses that will come forward and believe that the information that they give us will be used properly. They're more apt to call the police in the first place if they have a problem and turn to the police as a solver of problems, for lack of a better term.

One of the signs that you don't have police legitimacy in your department is that people tend not to call the police, they don't think it matters, they don't think there's anything that we can do for them, they think, well, they're just going to come, and that person's going to get away with it anyway, they don't ever do anything. So that's how it connects.

7.

Q Is there similar -- does it also promote compliance with the law?

A Legitimacy, if people believe that the police department is legitimate, they're more apt to comply with the law because they know that the outcome has a better chance of being fair, they get a fair shake. When they don't think they're going to get a fair shake, they tend to run, not comply with the law, yes.

Q Now, you talked about the fair and impartial policing, the focus on implicit bias. With respect to explicit bias, if there is behavior or attitudes or perception that officers are explicitly biased, can that similarly affect legitimacy or the community's sense of legitimacy within the police department?

A Absolutely. That would be at a higher lever.

When I do the training, I specifically talk about how even perceptive — the folks that we deal with day in and day out, they're very perceptive, they're human beings just like anyone else, and they can tell, even when you have a hint of bias. That would be implicit and be subconscious by it just by the way you talk to someone. I may talk to someone in a more stern manner or something like that. That's implicit.

Explicit bias is much more noticeable and would have a quicker and more significant impact on the folks

that we deal with.

Q And when you talk about impact upon legitimacy, that perception -- well, let me ask. If an interaction with a police officer leads someone to believe that someone either has implicit or explicit police bias, does that affect the view of just that officer they're dealing with generally or can it somehow color their view of the entire police department?

A I guess it depends on the person. In the training we talk about how, you know, we tend in law enforcement to be lumped into groups based on how our agency does, based on what people see on the news, how people interact with folks within our department. One of the things I say during this training is that our reputation and our legitimacy is built up or eroded with each and every interaction that our officers have with members of the public. If you have a negative interaction with somebody, that somebody talks to somebody else, and it tends to fester. So it's -- we are -- while we can give implicit bias training to our police officers, we can't give it to the public. So when the public has an implicit bias that's negative towards the department, there's not a lot we can do about that.

Q You mentioned the role of news media and passing along, if someone passes along a negative interaction or

experience they had. Am I correct in understanding then 1 that for community members, they don't necessarily have to 2 personally witness the implicit or explicit bias, but if 3 they hear about it either on the news or talking with 4 5 their neighbors or community members, that can similarly erode their trust of the system and their sense of whether 6 7 they'll be treated fairly and equal? 8 Yes. That's the science that Jennifer A Eberhardt, who is kind of the real social scientist behind 9 10 this training, displays in the -- it's a study that looked at crime and race correlations, and she basically shows 11 that the implicit bias doesn't have to be based on fact. 12 13 It just has to be based on human experience. So human experience can be social media, it can be news, it can be 14 15 family, the way family talks about something. An implicit 16 bias or explicit bias can be ingrained just based through 17 experience. It doesn't have to be factual experience. 18 What an individual sees on the news cannot be true, but it 19 still will shape the way they look at things. 20 Q You're obviously here today with respect to 21 Mr. Lanza. Are you familiar with the circumstances 22 leading to his termination? 23 A Generally, yes. I wasn't in a position to be 24 intimately involved in it. 25 0 Are you aware that it involved allegations or

1 sustained charges that he had engaged in racial epithets 2 in an interaction with another police agency? 3 A I was aware of that, yes. 4 0 Did you see any news coverage of this by any 5 chance? 6 A I did see some. 7 Q Now, along the lines of the topics we just 8 discussed, based upon your understanding of legitimacy and 9 fair and impartial policing, could that type of coverage 10 and could those type of actions attributed to the Hartford 11 Police Department kind of undermine the community's sense 12 of the legitimacy within the Hartford Police Department? 13 It could, yes. Any negative connotation that 14 comes out in the media with regards to a member of the 15 agency, whether it's the Hartford Police Department or any other police department, is going to drive both those 16 17 implicit, and even to some degree explicit, thoughts and 18 biases against the agency, so yes. 19 0 Now, you haven't been here and you won't be here 20 for the remainder of the hearing, but based upon 21 information available to me at the hearing, it's 22 anticipated that a lot of Hartford officers will come 23 forward and say that they knew Officer Lanza and know him 24 well, that he has never exhibited signs of bias, he has

never treated people differently based upon anything like

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race or ethnicity, and that we may also hear testimony that this may have just been a result of other mental issues going on in his life, that all of that could have contributed to a single incident that really does not at all reflect who he is or how he treats people.

Now, with that in mind, does that at all alleviate the concerns the Hartford Police Department would have with respect to having Officer Lanza continue on the police force?

It doesn't alleviate it. You know, one of the things that we talk about in fair and impartial policing and implicit bias training in general is that there is implicit bias that's based on not necessarily fact, like I said, it's based on perception. And then there is fact. The folks that will likely testify know Detective Lanza well, and they're not basing their testimony -- I would assume they wouldn't base their testimony on any implicit bias or ideas. They would base it on knowing him. community at large would not have the advantage of knowing him. So I think that it would be safe to say that, though, using language like that would give an individual, especially individuals of minority status, a negative feeling and a feeling that there's not a procedural justice there, that there is a preconceived notion against a certain race or something like that, and that could be

troublesome in the community.

Q Even if it does not at all represent the personal view or feeling of Mr. Lanza as he may have exhibited to the people he works with and know him best?

A Yes. We talk about situations in the training where an officer -- there's been accusations against an officer or even people in corporate America that have proven to be false, but it's still -- the general public, not having intimate knowledge of those individuals, still hold and harbor a negative feeling towards that individual and sometimes even towards that entire agency even if it's not based in truth. Sometimes perception is reality.

Q This may not be a question you're comfortable answering. I'll let you decline. Is there any effective way to just fix that and say -- that you're aware of to overcome the concerns of the community that doesn't know Officer Lanza, to somehow get them over that? For lack of a better term, is there any way to fix that?

A I don't know. I don't know of any. The ideal would be to be able to run the entire population through fair and impartial policing training and talk about implicit bias. I don't know that that's a reality.

Q Wouldn't you have to run it through Officer Lanza, too?

A Yeah, I mean, so there's -- there's a word for

	1	it, restorative justice model that could be I've seen
	2	other places do where they actually make it about the
	3	individual, where they say, "Here's the individual, and
	4	this is a human being," and there's an interaction where
	5	people get to go beneath the surface. They don't just
	6	scratch the surface. They get to go beneath the surface
	7	and see that there's more to Detective Lanza than those
	8	comments, but like I said, I've never been a part of that.
	9	I've just seen it.
	10	MR. SHEA: Sorry. I've been calling
	11	you officer. No disrespect.
	12	MR. SEGAR: He's been calling you
	13	Jeff.
	14	MR. SHEA: That works, too.
	15	BY MR. SHEA:
	16	Q Okay. Thank you. That's been most helpful.
	17	There's one other area I want to ask about, and
	18	it's kind of related, but unrelated, and that is: Do you
	19	have any familiarity with a piece of litigation called
36	20	Cintron v. Vaughn?
9	21	A Never be able to forget it. Yes, I do.
	22	Q If you could, give us a little background as to
	23	how that what the basis of that litigation is and kind
	24	of how it started and take us through the history if you
2	25	can.
	- 1	

1 So prior to me being born, in the late '60s we had the race riots that affected Hartford. There were 3 several methods that the police department used at the 4 time that were unorthodox and that caused civil rights 5 violations. The City of Hartford and the police chief 6 were sued, and in 1973 they came to a stipulated agreement 7 that outlined what would be a modern-day consent decree 8 where it had roughly 14 pages or so of rules, for lack of 9 a better term, that the department would have to implement 10 to fix the way it operated and to make sure that it moved 11 forward. And although the word procedural justice wasn't 12 there in 1973, it would make sure that the department reconformed to procedurally just ways and became 13 14 legitimate. 15 That document was then revisited in 2010, and 16

That document was then revisited in 2010, and now we have two documents. We have the original '73 agreement, and then we have a stipulated agreement in 2010. And, again, it's basically an oversight document that looks at certain areas within the police department, including internal affairs, citizen complaints, training, the firearms that we're actually allowed to use, what we can use police K-9s for. It's very specific. And we're mandated. We are under a federal magistrate that oversees this consent decree, and we have to follow these rules.

MR. SHEA: City Exhibit 16.

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1 2 BY MR. SHEA: 3 Chief, I'm going to ask you to take a look at 0 the document that's been marked for I.D. as City Exhibit 4 16, and there's a few kind of -- just for expediency, 5 there's a few documents attached. So if you could just 6 take a moment and go through them all. And I did Bates 7 stamp them to help us as we navigate this. CINTRON-000001 8 is something that our office added just for purposes of navigating through the document. 10 11 A Okay. 12 And are you familiar with these documents? 13 I am. 14 And if you could, just starting with the 15 document that's on top, CINTRON-000001, what is that 16 document? I think it goes all the way through to -- it 17 has eight pages, so 1 through 8. 18 A So this is the 2010 amended agreement. 19 Okay. That you just discussed? Q 20 A Yes. This is, yes. 21 And then the document behind it beginning at 9 22 and running through to 19, what is that document? 23 A That's the original 1973 agreement. 24 And then there are two -- page 20 and 21, do you 25 know what those documents are?

1	A Page 20 and 21 are both General Order 7-29 which
2	is a department general order that just basically says
3	that the members of the department must conform to the
4	stipulated agreement.
5	MR. SHEA: I'd move for admission.
6	MR. SEGAR: One second, please. I
7	must have missed something. Did he testify as
8	to the settlement agreement or just as to
9	Cintron v Vaughn settlement?
10	MR. SHEA: I think he testified to
11	the first and second, I believe, the original
12	settlement stipulation and the subsequent
13	settlement agreement that incorporated and
14	added to, I believe, but I'll let his
15	testimony stand on that.
16	MR. SEGAR: No objection.
17	ARBITRATOR NEUMEIER: I'll just note
18	that the document refers to attachments, but
19	the attachments are not included here.
20	MR. SHEA: Yes. I certainly can
21	ARBITRATOR NEUMEIER: That's all
22	right unless you need them.
23	MR. SHEA: I don't need them.
24	(City Exhibit 16 admitted; Cintron
25	v. Vaughn Settlement Agreement and Settlement

1 Stipulation.) BY MR. SHEA: 2 3 0 Chief, if you could go to the original 4 Settlement Stipulation on page 13, Section 5, it 5 references a racial epithet bulletin, Trigger Words. Do 6 you have any familiarity with that provision in the 7 requirement? 8 Yes. 9 And what is your understanding of that? 10 So this is in response -- again, this document A came out of the late '60s. A lot of the turmoil that 11 12 surrounded the lawsuit was based on race. So Section 5 13 says the Hartford Police Department has adopted a racial 14 epithet bulletin, Trigger Words, June 1969, containing, in 15 part, the following provisions, and it says that officers 16 will be courteous, civil and respectful to their 17 superiors, associates, and other persons, whether on and 18 off duty. They should be quiet, orderly and attentive, 19 shall exercise patience and discretion, and then it goes 20 down into officers shall refrain from harsh, violent, 21 coarse, profane, sarcastic, or insolent language, and it 22 goes on to use, ... avoid creating unpleasant situations 23 or, when speaking to a group, shall avoid use of 24 derogatory terms or those terms that might be interpreted 25 as derogatory, and then it goes on to list derogatory

1	words or what they refer to as trigger words.
2	Q Has that agreement or requirement, to your
3	knowledge, has that been rescinded or otherwise replaced
4	by virtue of the settlement agreement or any other action
5	going on in litigation?
6	A No. Both of the 1973 and the 2010 stipulated
7	agreement are enforceable and in place.
8	Q With respect to the fact that this was revisited
9	in 2010 from a 1973 agreement, is there still active
10	oversight of the Hartford Police Department with respect
11	to its obligations under Citron?
12	A Yes.
13	Q That oversight, is that coming from the
14	plaintiffs or their representatives?
15	A Yes, the plaintiffs and their representatives,
16	along with the federal magistrate, Magistrate Margolis out
17	of New Haven.
18	Q The federal court has retained jurisdiction over
19	this matter to kind of monitor and ensure compliance?
20	A Correct.
21	Q So this isn't a dead case from 1973?
22	A No.
23	Q Now, the last section, the couple orders you
24	referenced, are these orders still in force, to your
25	knowledge?

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	1	A Yes.
	2	MR. SHEA: I don't have further
	3	questions. Can I have one minute?
	4	(Off the record: 3:17 p.m. to 3:19 p.m.)
	5	MR. SHEA: The City has no further
	6	questions at this time.
	7	MR. SEGAR: Let me have five
	8	minutes.
	9	(Off the record: 3:19 p.m. to 3:25 p.m.)
	10	
	11	CROSS-EXAMINATION
	12	
l	13	BY MR. SEGAR:
	14	Q Good morning, Chief, or afternoon. It's been a
	15	long day. I didn't glean this from your testimony prior,
	16	but how long have you been with the Hartford Police
	17	Department?
	18	A So would have been 22 years in June, and then I
	19	separated and came back August 1.
	20	Q You left the agency for a period of time?
	21	A Yes. I retired on June 22 of this year and then
	22	was rehired as the assistant chief on August 1 of this
	23	year. June 10 of this year would have been my
	24	completed my 22nd year, sir.
-	25	Q All right. Thank you. Is there an educational

	1	background for the rank of assistant police chief?
	2	A I don't know. I don't think. I'm not sure.
	3	Q What is your educational background?
	4	A I have an associate's degree from Tunxis
	5	Community College in criminal justice. I have a
	6	bachelor's degree from Alburtus Magnus College in business
	7	management and a graduate certificate from the University
	8	of Louisville in criminal justice administration.
	9	Q The fair and impartial policing canned program
	10	that you purchased, has that been used in any other
	11	jurisdictions around the country?
	12	A Yes. I'd have to look and see which ones. It's
1	13	on their website. They have a list of all the
1	.4	jurisdictions that do use it.
1	.5	Q And the name of the company again, please?
1	.6	A It's Fair and Impartial Policing, LLC.
1	.7	Q You had said that another officer in the
1	.8	department was trained in this train-the-trainer
1	9	program?
2	0	A Several.
2	1	Q Who are those officers?
2	2	A Nick Trigila; Billy Ray, William Ray; Lauren
2	3	Cox; and as far as my recollection goes, I think that's
2	4	it, and myself.
2.	5	Q City Exhibit 9 is the PowerPoint slides. Do you

1	see that, Chief?
2	A Yes.
3	Q Obviously there is a split in the program
4	between what I'm going to call Module 1 and Module 2; is
5	that accurate?
6	A Yes.
7	Q Are these modules delivered at the same time?
8	A They were not in this case, no.
9	Q What case is this?
10	A When this was delivered to the department in
11	in-service, it was delivered in two sections.
12	Q Is Part 1 is prerequisite for Part 2?
13	A I would say, yeah. I mean, it's so if you
14	see the I don't know if you can find it, because these
15	things are numbered a little weird, but you'll see there
16	is a reflection of the previous module to begin Module 2,
17	but it's made to go from beginning to end. It's a
18	six-hour block.
19	Q You spoke quite well about the importance of
20	implicit biases and so forth and the importance of
21	transparency and image. Could you just reiterate or talk
22	to me a little bit more about restorative justice,
23	please?
24	A So a restorative justice model as I've heard of
25	it, and, again, I've never seen it, is where an employee

1 or an individual that has had a negative impact on 2 something is part of the rebuilding of that brand of that individual and then of the agency. 3 4 So if it were in this case, I guess is the 5 easiest example to give, it would be Detective Lanza's involvement in addressing more especially critics, and it 6 would be -- my understanding of it, and, again, I've read 7 about it, but I've never been a part of it, it would be 8 9 sitting down in groups, small groups initially to, again, 10 scratch the surface and show that a couple bad decisions doesn't necessarily, you know, tell you the whole story 11 12 about a person. So it's to restore both the credibility 13 of an individual and thus the agency that the individual 14 represents. 15 0 Has the Hartford Police Department used 16 restorative justice models in internal discipline cases? 17 A Not that I know of. Not that I'm aware of. 18 0 You are a certified POSTC instructor in this 19 subject area? 20 Α Yes. 21 Q And others, I would suspect? 22 A Yes. 23 Can training be used for remedial and corrective 0 24 action purposes? 25 A Yes.

groups.

Q Through a restorative justice model or remedial
corrective training, can an officer's image be
rehabilitated?
A That's the idea of it, yeah, I think so. Like I
said, I've never seen it in person, but that is the
concept.
Q Can an agency's image be rehabilitated?
A Absolutely.
Q Would you say that that was the purpose behind
the presidential task force in the first place, was to
rehabilitate the images of law enforcement agencies?
A I would. I would say that was the purpose of
the commission and that was the purpose of the president's
task force on 21st Century policing and the purposes of
concent decrees and oversight as a whole.
Q How often have you instructed this module
these modules to in-service audiences at the Hartford
Police Department?
A Six times. So the first the way the
in-service training works is the department is essentially
broken down into thirds. So Module 1 would have been
three series of instructions to three different groups of
people, and then Module 2 would have been the same three
series of instructions on Module 2 to three additional

1	Q You had testified that you oversee the training
2	function or training division within Hartford Police
3	Department; is that correct?
4	A I do now, yes.
5	MR. SEGAR: Does he have all the
6	exhibits, John?
7	MR. SHEA: He does.
8	BY MR. SEGAR:
9	Q City 7, Chief.
10	A That would be C.
11	Q It's a Training Trakker printout.
12	A I got it.
13	Q So the class that you would teach under this
14	canned program would be indicated as Fair & Impartial
15	Policing; is that correct?
16	A I would think so. I don't know what they put it
17	down as on this Training Trakker, but I think it would be
18	Fair & yes, I see it.
19	Q And the reason I ask, do you have City Exhibit 8
20	in front of you, sir?
21	A Yes.
22	Q Do you see that Area 413, fair & Impartial
23	Policing Part 2? Do you see that, sir? City Exhibit 8 is
24	the POSTC Review Training Credit form.
25	A I got that. Where is it. Oh, yes, I do.

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	1	Q So where on the Training Trakker would for
	2	Detective Lanza, where would the Part 1 be indicated?
	3	A I do not see well, so Fair & Impartial
	4	Policing on his Training Trakker dated 2/23/16 is
	5	Number 20 on Exhibit C-7, and that corresponds with the
	6	date here which is indicating the second module. I do not
	7	see the first module.
	8	Q But you
	9	A Let me just see if it's in order by date. Yeah,
	10	I do not see the first one on here.
	11	Q You don't recall when you would have instructed
The state of the s	12	the first module in Detective Lanza's case?
The second	13	A No. I mean, it would have had to have been in
ONLINE	14	mid 2015 because we were not we didn't get the
	15	train-the-trainer program until 2015. So if you look back
	16	to number 41, that would be as far back as it goes. I
•	17	don't recall when the first module would have been given,
	18	no.
1	19	Q Do you see City Exhibit 8 in front of you?
2	20	That's the Review Training Credit form.
2	21	A Yes.
2	22	Q It states, as does the Training Trakker, that
2	23	you taught this class on 2/23/2016; is that correct?
2	4	A Yes.
2	5	Q Did you?

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1	A	Yes.
2	Q	Where were you on February 23, 2016?
3	A	I don't know.
4	Q	Were you in Louisville, Kentucky?
5	A	I don't think so.
6	Q	You said you have a graduate certificate in
7	criminal	justice?
8	A	I do.
9	Q	Is it from the Southern Police Institute?
10	A	It is.
11	Q	What were your attendance at the Southern Police
12	Institute	for that graduate certificate, dates to and
13	from?	
14	А	I'd have to look it up. I don't know.
15	Q	I would just advise you that any type of
16	reference	to your phone, it's objected to review by me.
17	Α	You don't want me to look at my calendar?
18	Q	I'm asking you where were you.
19	A	From my recollection I don't know.
20	Q	When did you attend roughly the Southern Police
21	Institute?	
22	A	Again, without referencing my calendar, I do not
23	know.	
24	Q	How long is the training program at the Southern
25	Police Ins	titute?
		ı

	MR. SHEA: You don't
2	MR. SEGAR: He's in Louisville,
3	Kentucky at the Southern Police Institute.
4	MR. SHEA: No. He's at 223
5	training.
6	MR. SEGAR: No. He's in Louisville,
7	Kentucky.
8	MR. SHEA: This document doesn't
9	portend that.
10	MR. SEGAR: I'm putting it out there
11	that these are his records for that period of
12	time.
13	MR. SHEA: All right. I think we're
14	getting a little far outside the scope of
15	direct. I didn't put him on that he trained
16	Lanza. It was Riccitelli that testified he
17	received the training.
18	MR. SEGAR: City Exhibit 8
19	identified the Fair & Impartial Policing
20	Part 2.
21	MR. SHEA: And I did not explore
22	Exhibit 8 with the witness. I explored the
23	PowerPoint. I did not ask him whether he ever
24	taught Detective Lanza this. It's well
25	outside the scope of direct.

		1 ager o 10
	1	MR. SEGAR: It's outside the scope
	2	of direct from the point of view that you did
	3	not go to Exhibit 8. However, Exhibit 8 is
	4	the evidence of the training that he
	5	delivered.
	6	MR. SHEA: But I didn't question him
	7	on it.
	8	ARBITRATOR NEUMEIER: I'm going to
	9	allow the questioning. Go ahead.
	10	(Union Exhibit 12 admitted; Time
	11	sheet, Thody.)
	12	BY MR. SEGAR:
	13	Q If you want to check your records, Chief Thody,
	14	as to where you were on February 23, 2016, feel free.
	15	A No, that's fine. If the time card indicates I'm
	16	out of state in training, I was probably in Kentucky for
	17	the 23rd.
	18	Q Do you see City Exhibit 8 in front of you,
	19	sir?
	20	A Yes.
	21	Q Is that your signature?
	22	A Yes.
100	23	Q Is that your POSTC I.D. number?
10000	24	A I do not see it. I don't know, but I would
100	25	assume, yes.
	- 1	

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It was not.

1	Q Did you receive a waiver?
2	A Specifically, what do you mean by waiver?
3	Q Did you tell them you did not have a four-year
4	degree? Graduate certificates typically mean you've
5	graduated from an accredited four-year school.
6	A Yes. So as part of the application process, you
7	have to send them your transcripts. I sent them the
8	transcripts. I had because it's I fulfilled all of
9	the requirements for a bachelor degree, but because
10	Alburtus Magnus is a religious school, it required a
11	religion elective. The University of Louisville accepted
12	the transcript and admitted me into the graduate program.
13	Q You supervise the training function, correct?
14	A I do now, yes.
15	Q Does POSTC audit training records for in-service
16	training?
17	A I would imagine they do, yes.
18	Q How would POSTC feel about seeing your signature
19	on City 8?
20	MR. SHEA: Calls for speculation.
21	BY MR. SEGAR:
22	Q In your opinion, how would POSTC feel seeing
23	your signature on City Exhibit 8?
24	MR. SHEA: Calls for speculation.
25	Again, there's been no factual background as

1 to how his signature got on City Exhibit 8. 2 MR. SEGAR: He testified it's his 3 signature. 4 MR. SHEA: He didn't necessarily 5 testify he signed it. 6 BY MR. SEGAR: 7 Did you sign that form? 0 8 It's hard to tell because that is my signature. 9 What I have seen -- what my assumption is that happened 10 here is that when you do the first of the three training sessions, because it's the same content, I'll sign the 11 POSTC form, and they'll copy that. Because the date is 12 13 handwritten not in my handwriting, that would be my guess 14 as to what happened here. The training curriculum was 15 given likely by one of the people I mentioned earlier that 16 was certified to teach Fair & Impartial Policing through 17 the train-the-trainer program. I don't know why they would transpose my signature onto this one and not have 18 someone who was there sign it. That is something that I 19 20 will look into. 21 0 You testified that you taught on six occasions Module 1, Module 2 for the third, Module 1 and Module 2 22 23 for the second third and Module 1 and Module 2 for the 24 third third; is that correct? 25 A That is the instruction, yes.

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	1	Q And you testified you taught it six times?
	2	A Well, it's pretty evident here I was mistaken
	3	because I was in Louisville for this date. So one of the
	4	other officers must have taught that program on that date.
	5	Q At the Southern Police Institute, it's a 12-week
	6	program; is that correct?
	7	A I believe so, yes.
	8	Q Do you receive a break in the middle of the
	9	program in about the sixth week?
	10	A Halfway through, yes.
	11	Q And you didn't travel home?
	12	A I did.
	13	Q No, at any time prior to that break?
	14	A I also traveled home one other time prior to
	15	that break.
	16	Q Do you know when that was?
5	17	A I do not recall. I had to come home because my
3	18	dog had cancer and had to have surgery. So I flew home on
7 m - 200	19	Friday and flew back on Sunday. I don't remember the
	20	exact date of that, though the exact dates of that,
	21	though.
	22	Q Would you consider truthfulness and honesty a
	23	pillar in legitimacy of a law enforcement agency?
2	24	A Yes.
2	25	MR. SEGAR: One more second.
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	1	(Off the record: 3:51 p.m. to 3:52 p.m.)
	2	MR. SEGAR: I have no other
	3	questions.
	4	ARBITRATOR NEUMEIER: Do you have
	5	anything else?
	6	
	7	REDIRECT EXAMINATION
	8	
	9	BY MR. SHEA:
	10	Q Just a couple of follow-up, if I can. With
	11	respect to the city Exhibit 8, obviously if you were out
	12	of state, you could not have signed this, correct?
	13	A I wouldn't have signed that document, no, but
	14	That is my signature, yes.
	15	Q You mean that represents your signature and
	16	could be a photocopy of your signature from another
	17	form?
	18	A So all of these are photocopied. I don't sign
	19	personally. When you go and teach at the academy, you
	20	don't personally sign 150 POSTC forms. They take your
	21	signature, which in this particular Exhibit C-8, as you'll
	22	see, Section 413, Fair & Impartial Policing Part 2 is
	23	actually typed in. So my assertion my assumption here,
1	24	and, again, I'd have to look into this and I will because
	25	on its face this isn't a practice that seems right, what

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	1	was probably done is that I signed the first for the
	2	first class that I taught, and they photocopied that for
	3	the next two classes. So even though that is so that
1	4	is definitely a photocopy of my signature and not the
	5	original. That would be how I would imagine that would
	6	occur. Now, because I was out of state, like I said, in
	7	all likelihood one of the other instructors taught this
	8	same we all have the same PowerPoint.
	9	Q And, likewise, you could not, because you were
1	.0	out of state, have actually signed this?
1	1	A Correct. I was already out of state, it
1	2	appears, for a week. And now that I'm looking at this, I
1.	3	do recall traveling on Valentine's Day, which was the
1	4	Sunday of 2/14, which was the week before. So that would
15	5	have been my first travel day to get down to Kentucky,
16	5	because I remember it falling on Valentine's Day and I
17		have a girlfriend.
18		Q So it would be your best conclusion that it was
19		the actions of someone else in applying your photocopied
20		signature to this?
21		A Yes. I did not do that.
22		Q And if you look at the bottom of that City
23	E	Exhibit 8, do you see a signature, Officer receiving
24	t	raining?
25		A Yes.

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	1	Q Who would normally sign that?
	2	A The officer that was trained, so the officer
	3	that received the training that's shown above.
	4	Q And that's dated 2/23/16, correct?
	5	A Yes.
	6	Q Now, do you know if they do they take a
	7	photocopy of the officer receiving training signature and
	8	stamp it on all his training?
	9	A No. The actual officer signs it at the end of
	10	the day.
	11	Q So he here as testified this is 7734. And
	12	if that is, in fact, Lanza, he has signed off, I have
	13	read the contents of this form and attest that the
	14	information provided is true and accurate. So has he just
	15	signed off attesting that you provided training you didn't
	16	provide?
	17	A Yeah, I would say that. I mean, I think he's
	18	in my opinion, his intent there would be
H-	19	Q I got the training?
:	20	A that I got the training.
:	21	Q But if we're going to go with the letter of the
2	22	law, has he, in fact, signed off that you provided
2	23	training you did not provide?
2	24	A Yes.
2	25	MR. SHEA: No further questions.

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	2	RECROSS-EXAMINATION	
	3		
	4	BY MR. SEGAR:	
	5	Q Would these errors on this form constitute a	
	6	false entry into a departmental report?	
	7	A It would depend on the circumstances, but it	
	8	could constitute negligent false entry. If someone had	
	9	some intent to deceive here like I said, I think this	
1	.0	was likely a matter of them photocopying the POSTC forms	
1	.1	for all of the training given, and then I wasn't there to	
1	2	give that session, but, again, that would have to be	
1	3	looked into. That's speculation on my part.	
1	4	Q Who is going to conduct this looking into?	
1	5	A I would have	
1	6	MR. SHEA: Wait. That's not a	
1	7	question relevant to this proceeding.	
18	8	MR. SEGAR: He just brought it up,	
19	9	John. I'm not a ventriloquist. He's talking	
20		about it.	
21		MR. SHEA: I'll object as to	
22	2	relevance. There's no requirement that the	
23	3	witness perform I mean	
24		MR. SEGAR: He could say he doesn't	
25		know.	
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]	MR. SHEA: But
2	ARBITRATOR NEUMEIER: Are you asking
3	what the practice is?
4	MR. SEGAR: Yes.
5	ARBITRATOR NEUMEIER: Okay. Go
6	ahead.
7	BY MR. SEGAR:
8	Q Who would conduct this inquiry?
9	A Well, since I'm the one that have now discovered
10	it, I would go back and find out what happened on this
11	document. That would be the practice.
12	MR. SEGAR: Nothing further.
13	MR. SHEA: No further questions.
14	ARBITRATOR NEUMEIER: Thank you very
15	much.
16	THE WITNESS: Thank you.
17	(Off the record discussion.)
18	MR. SHEA: The City will rest its
19	case in chief, reserves the right for rebuttal
20	witnesses. And obviously we have I assume
21	you'll call him to get in one of them has
22	been marked for I.D.
23	MR. SEGAR: Who?
24	MR. SHEA: The lieutenant.
25	MR. SEGAR: Unless you want to

		Edited / (ibitiation	Page. 526
	1	stipulate to it.	
	2	MR. SHEA: I probably will. I just	
	3	want to make sure they're the right ones.	
	4	ARBITRATOR NEUMEIER: So you will	ı
	5	double-check.	
	6	MR. SHEA: Yes, because I don't have	
	7	any independent knowledge of that.	
	8	ARBITRATOR NEUMEIER: All right. So	
Ì	9	I'll see you Thursday morning.	
	10	(Hearing adjourned: 4:01 p.m.)	
	11		
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1	CERTIFICATION
2	
3	STATE OF CONNECTICUT: COUNTY OF HARTFORD:
4	SCOULT OF MAKIFOKD.
5	I, TIFFANY V. PRATT, a Notary Public duly
6	commissioned and qualified in and for the State of Connecticut, do hereby certify that the foregoing pages
7	368-526 are a complete and accurate computer-aided transcription of my Stenotype notes taken in the matter of
8	the Hearing regarding Hartford Police Union and City of Hartford, Grievance: Discharge - Robert Lanza taken on October 16, 2018.
9	
10	I further certify that I am a Notary Public duly
11	commissioned and qualified to administer oaths in the State of Connecticut.
12	
13	In witness whereof I have hereunto set my hand
14	this 29th day of October, 2018.
15	
16	
17	Start Description
18	TO TO SELVE
19	
20	Tiffany V. Pratt Notary Public
21	
22	My Commission expires: July 31, 2020
23	July 31, 2020
24	
25	





High-Ranking Hartford Police Official Subject of Internal Affairs Investigation

Hartford Police Chief David Rosado confirmed Assistant Chief Jason Thody is the subject of an internal affairs investigation following his testimony at an October arbitration hearing for a terminated officer.

By Shyang Puri

Published Dec 21, 2018 at 11:00 PM | Updated at 11:31 PM EST on Dec 21, 2018

The officer in charge of Internal Affairs for the Hartford Police Department is now the center of an investigation into his own actions, following allegations the high-ranking officer allowed his signature to be copied onto training reports.

(Published Friday, Dec. 21, 2018)

The officer in charge of Internal Affairs for the Hartford Police Department is now the center of an investigation into his own actions, following allegations the high-ranking officer allowed his signature to be copied onto training reports.

Hartford Police Chief David Rosado confirmed Assistant Chief Jason Thody is the subject of an internal affairs investigation following his testimony at an October arbitration hearing for a terminated officer. NBC Connecticut exclusively obtained documents from the hearing including a transcript, training report, and Thody's time cards. Attorney Marshall Segar, who questioned Thody for the Hartford Police Union, confirmed the documents.

Thody was called to testify that he delivered fair and impartial policing training to former H.P.D. officer Robert Lanza, who was fired this January after he was arrested by Plainville police for a DUI. The case against Lanza was later dismissed after he completed an alcohol education program, according to the Hartford Police Union.

In the hearing, under cross-examination, Thody was presented time cards showing he was at an outof-state training conference on the date he supposedly signed off on Lanza's training report.

Legal Marijuana Industry Had Banner Year in 2018

Later, the transcript shows Thody said he was no longer sure he personally trained Lanza, and he testified that it was standard practice for his signature to be photocopied onto as many as 150 training forms.

"All of these are photocopied. I don't sign personally," he said according to the transcript.

The executive director of the state's Police Officers Standards and Training Council confirmed to NBC Connecticut that training instructors are required to sign each training form individually, and only for classes they have taught.

Texas Migrant Teen Tent City Staying Open Into 2019

The internal affairs investigation into Thody is being led by department's other assistant chief, Rafael Medina, according to Chief Rosado. Thody continues to perform his regular duties which include overseeing the Internal Affairs division as well as training for the entire police department, he said.

Hartford Police Union President John Szewczyk said his members expect command staff to be held to the same standard as rank and file officers.

"We feel this is a violation of trust against the membership and a violation of the public's trust as well," Szewczyk said.

Indonesia Widens Exclusion Zone Around Island Volcano

Chief Rosado declined an on camera interview and sent NBC Connecticut a statement reading, "As with any complaint we receive, it is being investigated and it would be inappropriate to comment before that investigation is complete. I respect our union and I am happy to continue discussing any concerns they have directly with them."

Thody was a captain when the training form in question appears to have been signed in 2016. He retired from the force earlier this year and was almost immediately re-hired by Chief Rosado as an assistant chief. He collects his Hartford police pension of more than \$113,000 a year on top of his salary.

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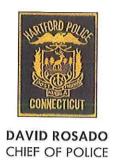
Available for IOS and Android

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Find this article at: https://www.nbcconnecticut.com/investigations/High-Ranking-Hartford-Police-Official-Subject-of-Internal-Affairs-Investigation-503357801.html
Check the box to include the list of links referenced in the article.
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Hartford Police Department 253 High Street Hartford, Connecticut 06103 P: (860) 757-4000 www.hartford.gov/police



Internal Affairs Investigation Interview of Civilian Witness

Case Number:

I-File# 2018-021

Witness:

William Tanner

Work Address:

285 Preston Avenue

Meriden, CT

Home Address:

285 Preston Avenue

Meriden, CT

Work Telephone:

203-427-2606

Home Telephone:

203-427-2606

Cellular Telephone:

860-841-7584

Date of Interview:

December 27.

208

Time of Interview:

1025 hours

Place of Interview:

Hartford Police Department

253 High Street Hartford, CT 06103

Name of Interviewer:

Assistant Chief Rafael Medina III #L49

Assignment of Interviewers:

Chief of Operations

Names of Other Persons

Present:

Lieutenant Kevin O'Brien, Commanding Officer of the Internal affairs

Unit.

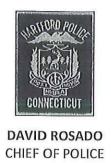
Time of conclusion of the

interview:

1107 Hours



Hartford Police Department
Division of Professional Standards
Internal Affairs Unit



Case Number: I-File #2018-021

Internal Affairs Investigation - Notice to Personnel

November 21, 2018

Perry-Ann Mendes City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Ms. Mendes,

An Internal Affairs Investigation has been initiated in which you have been identified as a witness. This investigation concerns allegations that Assistant Chief Jason C. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Since you have been identified as a witness, an interview needs to be scheduled. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. Please contact me so that a date and time can be arranged to conduct the interview. I can be reached at **O-860-757-4315**.

Assistant Chief Rafael Medina III #L49

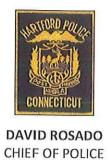
Assigned Investigator

CC: I-File #2018-021

1/31/18



Hartford Police Department Division of Professional Standards Internal Affairs Unit



Internal Affairs Investigation Interview of Department Employee (Witness)

Case Number:

I-File #2018-021

Employee:

Perry-Ann Mendes

Employee Number:

945359

Address:

Hartford Police Department

253 High Street Hartford, CT 06103

Position or Assignment: Senior Project Manager

Date of Hire:

December 11, 2016

Work Telephone:

860-757-4051

Date of Interview:

December 28, 2018

Time of interview:

1024 Hours

Place of Interview:

Chiefs Complex, 253 High Street (AC Medina's Office), Hartford, CT

Name of Interviewer:

Assistant Chief Rafael Medina III #L49

Assignment of

Interviewer:

Chief of Operations

Names of Other Persons Present:

Lieutenant Kevin O'Brien #165, Commanding Officer of the Internal Affairs Unit

You are being interviewed as a WITNESS of an internal affairs (IA) investigation.

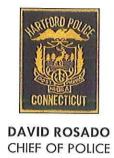
Since you are not the focus of the investigation, neither union representation nor an attorney needs to be present to represent you.

You are required to answer all questions pertaining to your actions, or knowledge obtained, while an employee of the Hartford Police Department. Failure to answer any question may subject you to departmental charges.

If at any time during this interview you feel that your answer might result in disciplinary action being taken against you, advise me and the interview will be suspended until union representation is obtained.



Hartford Police Department 253 High Street Hartford, Connecticut 06103 P: (860) 757-4000 www.hartford.gov/police



This investigation concerns:

allegations that Assistant Chief Jason T. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018.

At the end of any interview with an EMPLOYEE, the investigator should ask:

- Do you have any questions?
- Do you have anything to add that may not have been covered during the interview but will assist us to answer each allegation?
- Are you aware of any other persons who might be witnesses to the incident?
- If you recall any specific facts relevant to the allegations after the interview is concluded, then you should contact the investigator and advise him/her of this new information.

At the end of any interview with an EMPLOYEE, the investigator should inform the employee:

- Whatever transpired during the interview is confidential during the investigative process, and you should not inform others of what transpired.
- You should not contact anyone involved in the investigation regarding issues under investigation, particularly the complainant, any civilian witnesses or any other agency employee.

This concludes the interview and you are hereby ordered not to discuss this investigation with any other persons other than your Union or legal representation or an uninvolved peer support person, without prior approval of Labor Relations, as requested through your commanding officer.

Time of conclusion of the interview: 1039 Hours

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FRIDAY	03/11 TRAINING	0700		8								8
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Medina, Rafael

From:

Bowsza, Brian J.

int:

Saturday, December 29, 2018 10:10 PM

To: Subject: Medina, Rafael RE: 2018-021

Attachments:

Hearing Transcript (full) Day 1 Part 2.pdf; Hearing Transcript Day 1 (full) Part 1.pdf;

Hearing transcript Day 2 (full version) 9-27-18.pdf; Hearing transcript Day 3 (full version) 10-16-18.pdf; Hearing transcript Day 4 (full version) 10-18-18.pdf; Hearing transcript Day 5 (full version - REVISED) 10-19-18.pdf; Hearing transcript Day 7 (full) 12-13-18.PDF

AC

This is what I have for transcripts. It appears I'm missing "day 6."

I will follow up with Attorney Shea to get that last day.

From: Medina, Rafael

Sent: Monday, December 17, 2018 10:49 AM To: Bowsza, Brian J. <BOWSB001@hartford.gov>

Subject: 2018-021

LT Bowsza,

Please provide me with the entire transcript for the Lanza hearing.

R/S

Rafael Medina III Assistant Chief of Police Hartford Police Department 253 High Street Hartford, CT 06103 O: (860) 757-4315



C: (860) 462-2324

CONFIDENTIALITY NOTICE: If you have received this email in error, please immediately notify the sender by email at the address shown. This email transmission and any files transmitted with it may contain confidential information. This information is intended only for the use of the individual(s) or entity to which it is intended even if addressed incorrectly. You should not disseminate, distribute or copy this email. Please delete from your files if you are not the intended recipient.

1 SERGEANT JOHN SZEWCZYK, called as a witness, having been first duly sworn, was 2 examined and testified as follows: 3 4 5 DIRECT EXAMINATION 6 7 BY MR. SEGAR: John, for the benefit of Madame Arbitrator, 8 Q 9 could you just introduce yourself, please, what position you hold with the Union, your rank within the police 10 11 department, how long you've been employed by the City of 12 Hartford as a police officer and your education level, 13 please? 14 I've been employed by the City of Hartford since 2002. I've been promoted to sergeant in 2013, been a 15 16 sergeant since. In 2017, January of '17, I was elected as 17 president of the Hartford Police Union where I've served 18 in that capacity for the last almost two years now. I am 19 an academy certified instructor. I do a lot of teaching 20 at the academy. And my education level, I have an 21 undergraduate degree from Trinity College here in 22 Hartford, political science and educational studies, and 23 I'll be finishing up my MBA at the University of Connecticut. I'm paced to finish up next semester. 24 John, I'm going to ask you to split your 25 Q

1 testimony in a couple different ways here. First, let's talk about your role as a certified police instructor, 2 okay? 3 4 A Okay. Are you a certified police instructor through 5 Q the State of Connecticut Police Officers Standards and 6 7 Training Council? 8 A Yes, I am. I became an instructor in 2010 or 9 2011. 10 Do you know offhand what subject areas of 11 instruction you're certified in to teach? 12 Α Yes, I do know. 13 O Can you tell us what those are? 14 A Yes. I'm a certified instructor in Connecticut 15 Criminal Law, Crimes Motivated by Bigotry and Bias, Immigration Law, Cultural Diversity, and Morals and Ethics 16 in Policing. 17 18 Q Were you here for the testimony of Lieutenant Jonas Riccitelli? 19 A I was. 20 And, again, for the benefit of the arbitrator, 21 Q 22 Lieutenant Riccitelli performs what service or function for the police department? 23 A Lieutenant Riccitelli, right now he is no longer 24 25 assigned, as of relatively recently.

1	LIEUTENANT BOWSZA: A few weeks
2	ago.
3	A A few weeks ago. He was at one time the
4	commander, the lieutenant, the commander of the police
5	academy. Up until a couple weeks ago there were some
6	promotions, and he was transferred to another division and
7	a newly promoted lieutenant took over as commander of the
8	police academy.
9	Q You were here for his testimony, correct?
10	A Yes, I was.
11	Q Do you recall his testimony regarding lesson
12	plans, PowerPoints, training files? Do you recall that
13	testimony?
14	A Yes, I do.
15	Q And is it your belief that as a certified
16	instructor you have given the police academy the
17	Hartford Police Academy your curriculum and PowerPoints
18	for the training that you conduct?
19	A Yes, I give them every time I conduct the
20	training. I train both recruits and active officers,
21	depending on the courses, so regardless of which course
22	I'm teaching, whether it be the academy class or an
23	in-service class which is current officers, I always
24	provide a copy of the lesson plan or they have it on file.
25	Q And typically how do you convey these lesson

plans to the academy? Do you email them? Do you hand deliver them? Do you send them by snail mail? How do you get them to the academy?

A Either hand deliver or by email. There's certain ones that are updated every year. The Crimes Motivated by Bigotry and Bias is an update. So there's a new lesson plan that has to be updated every year. So that's one that I ensure that they -- I give them, email or in person, leave them a copy.

Q How long have you been teaching Crimes Motivated by Bigotry and Bias?

A I'm not sure if that was one of the ones. I got certified in three of those courses in 2010 or 2011, and then I picked up two more courses about two or three years later. So either 2010 or 2011 or about 2013, approximately around that time.

Q Could you identify this document, please?

A This is a 2013 update of the Crimes Motivated by Bigotry and Bias. I would have taught this lesson plan in-service to current officers. It's a 2013 update which would have the 2011 statistics, would be the most available for the 2013 update. They're always a year -- really two years behind, a year plus behind on the updates of the numbers.

Q And you prepared this PowerPoint presentation?

1	A I did.
2	MR. SEGAR: Union 13.
3	MR. SHEA: No objection.
4	(Union Exhibit 13 admitted;
5	PowerPoint presentation Crimes Motivated by
6	Bigotry and Bias 2013 update.)
7	BY MR. SEGAR:
8	Q And is it your understanding that these
9	PowerPoint presentations would have been placed in the
10	applicable training file at the academy?
11	MR. SHEA: Objection to the form,
12	calls for speculation.
13	MR. SEGAR: Withdrawn.
14	BY MR. SEGAR:
15	Q When you give this PowerPoint presentation to
16	the academy, what is your expectation for archiving and
17	record-keeping purposes?
18	A My assumption is that they keep them on file.
19	They could get audited. The state the POSTC could
20	audit. So I'm assuming that they keep copies of my lesson
21	plans on file.
22	Q Can you identify this document, please?
23	A This is a 2015 update of Crimes Motivated by
24	Bigotry and Bias. It has the statistics from 2013.
25	Again, really two years behind, a year and a half when the
1/	

numbers are released. This is a 2015 update that I taught 1 for in-service training. 2 Did you prepare this PowerPoint presentation? 3 I did. I was bringing another officer on to 4 5 help teach it, and there's a name, Officer Todd Jediny, to help teach this. So he may have helped prepare this one. 6 7 His name is on it as well. MR. SEGAR: Union 14 as well, 8 9 please. 10 MR. SHEA: No objection. 11 ARBITRATOR NEUMEIER: It's admitted. 12 (Union Exhibit 14 admitted; 13 14 PowerPoint presentation Crimes Motivated by Bigotry and Bias 2015 update.) 15 BY MR. SEGAR: 16 Can you identify that document, please? 17 18 A 2016 update Crimes Motivated by Bigotry and Bias 19 with the 2014 statistics. Again, this was most likely taught to in-service officers or prepared to be taught for 20 in-service officers at the police academy. 21 MR. SEGAR: Union 15, please. 22 23 MR. SHEA: No objection. 24 ARBITRATOR NEUMEIER: It's admitted. 25

1	(Union Exhibit 15 admitted;
2	PowerPoint presentation Crimes Motivated by
.3	Bigotry and Bias 2016 update.)
4	BY MR. SEGAR:
5	Q Could you identify this document please?
6	A 2017 update of Crimes Motivated by Bigotry and
7	Bias. This has the 2016 statistics, and this was prepared
8	and was taught or to be taught to an in-service training
9	class.
10	MR. SEGAR: Union 16, please.
11	MR. SHEA: I didn't hear the end of
12	his last answer.
13	THE WITNESS: To teach
14	ARBITRATOR NEUMEIER: In-service
15	training.
16	MR. SHEA: In what year?
17	THE WITNESS: This would have been a
18	2017 update. So it would have occurred it
19	goes by the training days go by fiscal
20	year. So it goes July to June, July 1 to
21	June 30. So it could have been taught at the
22	end of 2017 or maybe the beginning of 2018
23	depending on the fiscal year. Our training
24	days, they don't go by calendar. They go by
25	fiscal year.

		The property of the control of the c
	1	ARBITRATOR NEUMEIER: Any objection?
	2	MR. SHEA: No objection.
	3	ARBITRATOR NEUMEIER: It's
	4	admitted.
	5	(Union Exhibit 16 admitted;
	6	PowerPoint presentation Crimes Motivated by
	7	Bigotry and Bias 2017 update.)
	8	BY MR. SEGAR:
	9	Q And it's your testimony that these lesson plans,
	10	these PowerPoint presentations were given to the training
	11	academy by you either by email or a hand delivery; is that
	12	correct?
	13	A Yes.
	14	Q Could you identify this document, please?
	15	A This is an email and it looks like a response
	16	email that I emailed the 2016 update so I guess that
	17	would be Union 15 to Officer Todd Jediny to who he
	18	is assigned to the academy. He's an academy employee or
	19	assigned to the academy. So it was an email that I
	20	looks like this time I actually emailed him the update.
	21	MR. SEGAR: Union 17, please.
	22	MR. SHEA: No objection.
	23	ARBITRATOR NEUMEIER: It's
	24	admitted.
	25	
- 1	- 1	

```
1
                     (Union Exhibit 17 admitted; Email
 2
          re. 2016 Hate Crimes Update.)
               And the response email is him thanking me.
 3
     BY MR. SEGAR:
 4
 5
               Could you identify that document, please?
          Q
               This is an email I sent, it looks like via
 6
 7
     email, to Officer Jeff Fish who was also an employee
     officer assigned to the academy. Looks like this is an
 8
     email telling him attached is the 2017 lesson plan, and
 9
10
     attached looks like could be Union 16, I believe, and a
11
     response email from him thanking me.
12
                    MR. SEGAR: Union 18, please.
13
                    MR. SHEA: No objection.
14
                    ARBITRATOR NEUMEIER:
                                           It's
15
          admitted.
                    (Union Exhibit 18 admitted; Email
16
17
          re. 2017 lesson plan Crimes Motivated by
18
          Bigotry and Bias.)
     BY MR. SEGAR:
19
               Did Lieutenant Riccitelli bring any of these
20
     PowerPoint presentations to these proceedings when he
21
     testified?
22
               I don't believe he did.
23
               You testified that you teach Motivation by
24
          Q
25
     Bigotry & Bias and Ethics and Morals in Policing; is that
```

1	correct?
2	A Amongst other things, yes.
3	Q And Cultural Diversity?
4	A And Cultural Diversity and Immigration Law and
5	Connecticut Criminal Law.
6	Q When did you become aware of the incident that
7	gave rise to these termination proceedings?
8	A I received a I believe I was driving to a
9	Red Sox game, actually, and I believe it was it was
10	either someone from the department or Officer Lanza who
11	reached out to me. So I think I was on the Mass Pike on a
12	Saturday or Sunday afternoon. I believe it was a weekend
13	game, and I got a phone call.
14	Q Prior to the incident that occurred, did you
15	know Detective Lanza in your interactions in the police
16	department?
17	A I knew him. I knew him, was not a few
18	conversations maybe throughout my career with him, but
19	never anything in length, was not really close with him or
20	had spent any considerable amount of time, did not know
21	him that well.
22	Q Did you see him off duty?
23	A No.
24	Q Have you been to his house?
25	A No.

I .	
1	Q Do you know his family?
2	A No. Well, I have, since this proceeding, met
3	his wife at one of the hearings, but I did not before the
4	incident.
5	Q After learning of this incident, what was your
6	reaction?
7	A Initially, I was disappointed.
8	Q Disappointed how? Disappointed in whom?
9	A I was disappointed to hear of the that the
10	incident occurred, and that quickly turned to some guilt
11	on my part, the Department's part in terms of and
12	actually respect for Officer Lanza.
13	Q When you say guilt, why did you feel guilty or
14	why did you feel that way?
15	MR. SHEA: I'm just going to
16	question the relevance of this testimony. I'm
17	not sure how this witness' feelings about the
18	events are relative to the charge in the
19	discipline.
20	MR. SEGAR: He's the Union
21	president, Madame Arbitrator, and how he deals
22	with these cases and what actions he takes
23	between the time of incident and today are
24	relevant to these proceedings.
25	MR. SHEA: But you're not asking

1	about his actions. You're talking about how
2	he felt, his emotions.
3	MR. SEGAR: His actions would be
4	dictated by his emotions and feelings.
5	MR. SHEA: I have no problem with
6	you asking about his actions.
7	MR. SEGAR: Okay. Withdrawn.
8	BY MR. SEGAR:
9	Q What did you do upon learning of the incident
10	involving Detective Lanza?
11	A I spoke with Officer Lanza and individuals from
12	the department to learn more about what happened and
13	provided services to Officer Lanza in the regard of, you
14	know, there was at that point an investigation that was
15	going to be dictated or put on by the department and try
16	to guide him through of how the investigation what
17	actually will occur, provided as I do as union
18	president, providing information to the member about how
19	the process is going to work.
20	Q Let's get to the process in a second.
21	MR. SHEA: I'm just going to object.
22	I'm assuming you'll have no objection as to
23	union-client communication when I
24	cross-examine because you've I believe
25	you've already waived that, but to the extent

1	you're going to continue to explore the
2	communications between the union president and
3	the grievant, I want it clear that I have free
4	reign to question the witness about his
5	communications with Mr. Lanza and with others
6	on behalf of the union.
7	MR. SEGAR: You can ask him any
8	questions you like. President Szewczyk will
9	answer anything honestly and transparently.
10	There are no issues here between he and
11	Detective Lanza that require any type of
12	confidentiality.
13	MR. SHEA: I'm just saying I've
14	heard people assert that there's a union
15	privilege, and I just wanted to make sure
16	MR. SEGAR: There is a union
17	privilege recognized by SBLR and SBMA, but
18	that issue is not in play here.
19	MR. SHEA: As in you're waiving it
20	or it's not applicable?
21	MR. SEGAR: It's not applicable.
22	BY MR. SEGAR:
23	Q John, when you told Detective Lanza about the
24	process, what did you explain to him?
25	A I explained to him to the best of my knowledge

Lanza Arbitration 1 at that point of how the -- and, again, I had only been union president for about six or seven months I believe at 2 3 this point, but how the process works as far as an investigation. 4 There was another aspect to this, the criminal 5 element, and let him know that that was separate than the 6 7 administrative part of it and just laid out to the best of 8 my ability and the best of my knowledge how the 9 investigations will go forward. 10 Let's get to the investigation and the process 11 in one second. I want to go back for a second relative to your role as a police trainer. 12 13 At any time after the incident, did Detective 14 Lanza reach out to you and request or offer his services 15 in assisting you in teaching any of the classes relative 16 to Crimes Motivated by Bigotry & Bias, Cultural Diversity 17 or Moral & Ethics to provide an example for you to teach 18 with? 19 20 21 22

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I said I had a lot of respect for him. Probably about a month and a half after I did -- and I had spoken with Officer Lanza numerous times about the process, and, you know, he took responsibility and he reached out. He reached out, and I was really impressed and had a lot of respect that he said this is something that he would like to maybe some day help with me. Everybody in the Cassian Reporting, LLC (860) 595-7462 - scheduling@cassianreporting.com

1 department knows I teach these courses. I teach them at 2 in-service, and it meant a lot that he said it was something he may want to help with the new recruits or 3 training to talk about experiences and how he could help 4 5 turn this into a positive. Let's go back to the process for a second, John. 6 7 You've already testified that you had only about six months of experience as the union president at the time of 8 9 this incident; is that correct? 10 Yes. February 17, I believe, I took over as 11 union president, and I believe this happened in, I want to 12 say August. 13 Q August, that's correct. 14 Did you identify any policy or procedural or process problems with this particular case? 15 16 A Yes. 17 Q And what were they? 18 A One of the exhibits that was brought here, I 19 asked -- the disciplinary procedures require the 20 employee's bureau or division commander to provide a recommendation for discipline. The department was not 21 giving us that. That's in one of the exhibits. I 22 23 could --24 0 I have it here. Showing the witness Union 5. John, that's -- Union 5 is probably in front of you 25

1 anyway. 2 MR. SHEA: He does have a full 3 set. THE WITNESS: I'm allowed to look at 4 5 these? 6 MR. SHEA: Absolutely. 7 THE WITNESS: Okay. 8 A Union 4, it says bureau -- it's page 5 of Union 4, and it has, Bureau and Division Commanders 9 shall -- and suspension, demotion or dismissal, that's 10 11 the -- forward a detailed report of the violation, of the documents, so forth. And number 2 is: Include in the 12 13 above, a recommendation concerning the appropriate 14 disciplinary action. So that was one thing I pressed the 15 department on, to provide that from the employee's bureau or division commander. 16 BY MR. SEGAR: 17 18 Q As you sit here today, is -- or I should say was 19 Deputy Chief Rendock Detective Lanza's bureau or division 20 commander? 21 No, he was not. It would have been Chief Foley at that point. 22 23 You were here for Chief Rovella's testimony, correct? 24 A 25 Yes, I was.

1 0 Did you have conversations with Chief Rovella about Union Exhibit 5? 2 Numerous times. 3 At any time during those conversations, did 4 5 Chief Rovella indicate that there was some type of conflict or procedural problem as to why Deputy Chief 6 Foley could not issue a recommendation for discipline? 7 Α No. 8 9 You were here, again, for Chief Rovella's testimony, correct? 10 A 11 Yes. 12 Do you recall his testimony or his clarification Q of his testimony regarding conversations he had with you 13 14 during the process prior to Detective Lanza's termination? 15 A Yes. 16 Did the chief -- strike that. 17 Q 18 Did you at any time facilitate or desire to 19 facilitate a meeting between the chief and Detective Lanza? 20 21 Facilitate, no. A 22 Q What exactly happened? I was told that he could come talk to the chief, 23 but there was no offer given to him. I was told he could 24 come talk to the chief, but then he would be -- not have a 25

1 hearing. He would just go talk to the chief. And it 2 seemed a little out of order. Why would we go talk to the 3 chief if we don't know what the offer is. He's not going to waive having a hearing and waive the process if we 4 5 don't have an offer. So I pushed can we get an offer, can we get an offer on the table and was not given one. 6 7 Therefore, he did not go talk to the chief without knowing what he was being offered. 8 9 Did the chief and you discuss waiver of his 10 departmental hearing? He was told he could come talk to the chief. 11 A 12 That in turn would have waived the hearing. I brought that up, that if he's not going to have a hearing, we need 13 14 to know what it is. He never said -- the chief never said, I'm ordering him to waive the hearing or anything 15 16 like that. He just said that he could waive the hearing 17 and go talk to him, but we would not know -- there was no 18 offer on the table. 19 Did you contact Detective Lanza about the 20 conversation you had with Chief Rovella? A Yes. 21 22 Q What was determined at that point? What did Detective Lanza decide to do? 23 24 Α Have a hearing. There was no -- and it was

the -- I said a recommendation. It was the advice or --

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advice might be a good word or at least letting him know how I looked at it. I said, If there's not an offer, we don't know what is going to be given to you; therefore, maybe the hearing is the best way to go because we don't know -- you're not going to go waive it without knowing what you're, in fact, being offered.

Q When did you learn that Detective Lanza was going to be terminated?

A At the hearing we learned that a recommendation

A At the hearing we learned that a recommendation was coming from the department advocate, but actual hearing that he got terminated, it had to be sometime after the hearing officer gave a decision that -- the hearing officer gave a decision. I believe it was 90 days. So it had to be a week or two, some time period after that where we were informed that the chief was not going to accept the hearing officer's decision and thereby -- and instead terminate Officer Lanza.

Q In your capacity as the union president, John, does the union maintain records, copies of grievances, complaints filed with various forums, settlements, contract history? Does the union maintain those records?

A We do.

Q Does the union employ a gentleman by the name of Gary Dumas?

1 A Yes. 2 Who is Gary Dumas? Gary Dumas, he is retired as a police sergeant. 3 4 I believe he started in 1974, retired I believe in 1998, and he's worked since then from 1998 until now, I believe 5 with the exception of one or two years, as a consultant 6 7 for the union. He was heavily involved in the union while he was a member of the union, and he stayed working as a 8 9 consultant for a vast majority of that time. 10 In this particular case, Detective Lanza's 11 recommendation from Hearing Officer Captain Roy was disregarded by Chief Rovella; is that correct? 12 13 It was. Has Gary Dumas found any documents or any 14 15 indication that --MR. SHEA: Objection, calls for 16 17 hearsay. 18 BY MR. SEGAR: Does the union maintain these records, John? 19 0 20 A We do. 2.1 Q Do you have a records custodian, secretary? We have a secretary. We also -- not Gary. We 22 A have an actual confidential -- a secretary assistant. 23 Q In the union's review of these records, 2.4 25 grievances, complaints, etc., have you found any other

1 examples where the chief has disregarded the hearing officer's recommendation? 2 3 MR. SHEA: Again objection. Are 4 they suggesting they have records of every 5 proceeding that has transpired and from when? Otherwise, they could have two documents and 6 7 they could have no record. MR. SEGAR: They have records going 8 back to -- I'll ask the question. 9 BY MR. SEGAR: 10 11 How far do your records go back, John, to your best recollection? 12 1980s, '70s, '80s. We try to purge them. It's 13 14 been one of the things to try to move them from one to a storage unit, and they're from at the least the '80s. 15 16 In your review or in your recollection, was there an example where the chief had disregarded the 17 18 hearing officer's recommendations? 19 I haven't seen one. I'm not saying there isn't one there. There very well could be, but I have never 20 21 seen one. 22 O You were at the departmental hearing with Captain Roy? 23 24 A Yes. 25 Did Detective Lanza at that hearing display Q

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1	remorse?
2	MR. SHEA: Objection.
3	MR. SEGAR: It's his observation.
4	ARBITRATOR NEUMEIER: I'm going to
5	allow it.
6	BY MR. SEGAR:
7	Q Did he display remorse?
8	MR. SHEA: Observation is how did he
9	act, not did he display a feeling.
10	BY MR. SEGAR:
11	Q How did he act, John?
12	A You're talking about
13	Q Detective Lanza.
14	A He was very remorseful.
15	Q Did he take responsibility for his actions?
16	A Yes, he did, 100 percent.
17	Q Did he ever deny that it wasn't him in the
18	video?
19	A No.
20	Q You were here for Assistant Chief Thody's
21	testimony; is that correct?
22	A Yes, I was.
23	Q And you are a certified police instructor,
24	correct?
25	A Yes, I am.
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	1		Q Did the signature issue on those forms surprise
	2	you?	
	3		MR. SHEA: Objection, relevance.
	4		THE WITNESS: No.
	5		MR. SHEA: There's an objection
	6		pending. I'm not sure what his reaction to
	7		the signature issue has to do with
	8		ARBITRATOR NEUMEIER: The surprise?
	9		Is that
	10		MR. SEGAR: He's a certified police
	11		instructor. He can testify as to the
	12		requirements for signatures and what those
	13		forms mean. Is this surprising to him to
	14		learn that these forms were inaccurately
	15		prepared.
	16		MR. SHEA: What relevance to the
	17		issues before Madame Arbitrator do any
	18		concerns over the accuracy of those records
	19		have?
	20		MR. SEGAR: What relevancy?
	21		MR. SHEA: Yes.
	22		MR. SEGAR: The fact that the
	23		department has put into the record Detective
	24		Lanza's training history, those records are
	25		well established with all kinds of documents
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1	that are attached to them. What John is
2	testifying to is that, does it surprise him as
3	a police instructor and instructor for the
4	department that these records may be
5	inaccurate.
6	MR. SHEA: I don't see the relevance
7	to the issue, but I'll let the arbitrator
8	decide.
9	ARBITRATOR NEUMEIER: I'll let you
10	go ahead.
11	BY MR. SEGAR:
12	Q You can answer the question, John.
13	A I was surprised that the assistant chief
14	would I was surprised at what I saw the other day. I
15	was disappointed, I guess. I was surprised, very
16	surprised.
17	MR. SEGAR: I don't have any other
18	questions.
19	MR. SHEA: Could I have just three
20	minutes?
21	ARBITRATOR NEUMEIER: Sure.
22	(Off the record: 1:16 p.m. to 1:29 p.m.)
23	
24	
25	

1	CROSS-EXAMINATION
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3	BY MR. SHEA:
4	Q Good afternoon, Sergeant. I just have a few
5	follow-up questions with respect to your testimony here
6	today.
7	You had testified that it had been your practice
8	to provide PowerPoints or other course materials to
9	training for the courses you instructed. Did I understand
10	your testimony correctly?
11	A I do.
12	Q Now, that's not a requirement that you provide
13	those materials, correct?
14	A They ask for it if you don't give it usually.
15	Q Is it an order? I mean, if you don't give them
16	to them, are you subject to discipline?
17	A I mean, if you are asked to do something by the
18	lieutenant or someone ahead of me or an officer is asked
19	by a sergeant and you refuse to do it, I guess there could
20	be discipline for not following an order if you're being
21	ordered to provide something, but as far as a policy like
22	you're saying about that, I'm not aware of that. I just
23	know that I've always been asked, and I've just kind
24	of after the first time I was asked, I realized that I
25	should do it.

Q Because you were here when Lieutenant Riccitelli testified that it wasn't a requirement, but that they do, in fact, attempt when possible to gather the materials.

Do you disagree with his testimony?

A In my circumstance, I was asked for it for the first time or two times, maybe three. I've always just provided it at that point.

Q And you talked about a couple other courses you are certified to instruct in, Ethics & Morals and Cultural Diversity. Do you have updates for all -- or do you have course materials for all of those courses in your possession or control?

A No. I don't -- like I explained, I don't teach all of these for in-service. I don't believe those are -- I believe Crimes Motivated by Bigotry & Bias is a course that POSTC requires every year. So that's why I teach it every year and update it and provide new examples of things that are going on in that field. The other ones are electives. They don't have to be taught every year, where in the academy they do have to be taught for your POSTC certification to graduate the academy. So those are updated sporadically, not every year. The Connecticut Criminal Law one, I have to make sure that I do some research on that. Just the laws may have changed. The Cultural Diversity, I try to mix it up a little bit, but,

1	again, those are taught to recruit classes which aren't
2	even every year. We've had a two-year period where
3	there's no recruit classes. So those I don't have the
4	in-service updates because I don't provide those to all
5	current police officers on a regular basis.
6	Q But you have provided in-service training on
7	Cultural Diversity, for example?
8	A In-service?
9	Q Yes.
10	A I don't know. I think I did Morals & Ethics. I
11	definitely did this, Crimes Motivated by Bigotry & Bias,
12	and I think I did either Morals & Ethics or Cultural
13	Diversity one time. I'm not sure which of those for
14	in-service, and that was a while back.
15	Q You were here when we went through the POSTC
16	forms, and do you recall seeing your name as the
17	instructor for Cultural Diversity for in-service training
18	for Mr. Lanza?
19	MR. SEGAR: What are you looking
20	for, John? City 8?
21	MR. SHEA: I can get to it in a
22	minute. I'm moving to a more general point.
23	A I don't know if I I don't want to testify
24	that I did because it may have been the Ethics & Morals.
25	I think I did in-service other than this for just one
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other time. And, again, one other time could mean three times, because it's broken up. And, again, I don't know if it was for Cultural Diversity or if it was for -- but I believe I did one other class for the in-service part of it.

Q So if you do an in-service training that doesn't have any updates from the last time you taught the course, would you necessarily provide a new copy to the training academy of those course materials or would you just assume they have it on file and that they haven't been updated?

A Well, it would be probably a different type of course because it's being taught to officers versus recruits. The recruits have mandates. If you go on the POSTC website, it tells you what exactly has to be in the lesson plan for the recruits. There's a lot more -- what you teach for in-service is a lot more, you know, what you feel is important and relative at that time. So you're talking about two different things there.

Q Okay. But would you -- for example, if you taught Cultural Diversity in-service in one year and taught it again in another year and you basically utilized the same course materials, would you then -- would you give the training academy those same materials that you had previously provided them for that course?

A If I updated it, yeah, I would hope to.

1 0 My question was if it hadn't been updated at all, if you were providing the same course you had 2 provided to a previous in-service training. 3 I don't know if I've ever done that because I 4 think I've only done it one other time. So I've never 5 then done another one for that. So I try to mix my lesson 6 7 plans up. I don't want to give the same material. I try to bring something new to the table. 8 9 I appreciate that. It makes a good instructor. 10 Yeah, I would try to do it, but, again, I 11 don't -- you're asking something that I don't think has 12 ever occurred. So I can't just guess at what I would 13 do. 14 I'll try and be more direct because this may be a better way to approach it, and I appreciate your 15 16 patience, but is it your understanding that you have to give the training academy the course materials for any 17 18 course's subject matter that you've covered, but that if you cover them again in the same format, you don't 19 20 necessarily have to give them the materials again? You 21 know what I'm asking? 22 A That could be -- the academy may look at it that way. I don't know. 23 24 I'm asking how you look at it, or you haven't been confronted with that situation? 25

I was never assigned to the -- I'm like an 1 A 2 adjunct instructor. I was told to provide the lesson 3 I provide the lesson plans. 4 0 Okay. Now, if you showed, say, a videotape for a course or a video or if you had people/speakers come in 5 and address the class, what would you provide the training 6 7 academy with respect to that if you didn't have a quote, 8 unquote, PowerPoint presentation, but you just said, Today 9 we're going to hear from five members of the Muslim 10 community? Would you provide the training academy with 11 any written materials to document what might have been 12 covered by that discussion? 13 I haven't done that in these. I have shown some 14 videos. I think the links -- the links may be in the lesson plans, maybe not, a short clip or something. I do 15 16 know that the academy -- the academy has a subscription 17 to, I believe it's called In the Line of Fire. 18 0 Line of Duty? 19 Line of Duty. Line of Fire, that was a movie. And there was a hate crimes episode on that, and one time 20 part of that was shown at one of the in-service training. 21 22 The academy has that. I think they have a subscription. 23 You mentioned that you had met with Detective Lanza and spoken with him at various times after the 24 25 incident. Did he at any time mention to you concerns that

he may have been roofied or that someone had otherwise 1 given him drugs on the night in question? 2 On many different things we talked about. 3 4 Q Did he specifically express to you a concern that he, in fact, may have been roofied? 5 It came up in conversation. It wasn't 100 sure 6 7 or nothing like that. Are you referencing the discussion during his 8 Q interview or are you referencing a discussion between you 9 and Detective Lanza outside of the IAD interview? 10 11 A Maybe -- maybe both. Definitely -- I don't know 12 if it came up in the Internal Affairs interview, but I know it was -- I think it was discussed with me and 13 14 Detective Lanza. It may have come up even in an 15 interview. I'm not sure. It was a year and a half ago. It did come up in the interview. 16 Q 17 A Okay. 18 Q I'm wondering, do you have, as you sit here today, a distinct recollection of having a conversation 19 with Detective Lanza where the possibility of him being 20 roofied was discussed between the two of you outside of 21 the Internal Affairs interview? As you sit here today, 22 23 can you say, Oh, yeah, I remember I was sitting in the coffee shop and we were discussing whether he was 24 25 Rufied?

1 A I think we had a discussion after one of the days of testimony in this arbitration. That was probably 2 four or five months ago, because it came up there. So I 3 4 remember, you know, talking a little bit about that after. 5 We were just going over the day. It came up in conversation there. So that I can remember. I don't 6 7 know. Like I said, I think it came up in the Internal Affairs interview. So I'm sure me and him had some 8 9 conversations after that. 10 But I mean like when you first met with him, did 11 he express to you a real concern, Hey, something happened here, you know, I must have been roofied because I didn't 12 13 have enough to drink to be that intoxicated or we need to 14 go find out what happened because --15 A It was a possibility. I wasn't saying it was definitive. 16 17 But did he come to you suggesting to you that he 18 had a real concern that his mental and physical state on 19 that evening was the result of something other than his 20 own voluntary intoxication of alcohol? Did he say, Hey, 21 something happened here, someone roofied me? 22 A That was one of the possibilities of what had 23 happened. 24 When you talk about possibilities, what do you

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mean by that?

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1 A I wasn't there that night. I mean, I don't know. He was explaining to me what occurred. These are numerous conversations that occurred after the incident. And conversation about what you're speaking about certainly came up. And, again, you said it came up in the IAD, which I think it did, but I don't want to be -- and that is how we -- I mean, that's the conversation that occurred, but there were many other -- I mean, the conversations were about many things. But what I'm trying to get at is obviously you have a recollection of it at some point, and it did occur in the Internal Affairs interview, and you heard Kevin O'Brien testify about that in this proceeding which is probably what you're remembering. But do you remember Detective Lanza stating to you a real concern prior to the Internal Affairs interview that, Hey, something's wrong here, I was not -- I didn't drink enough to be that drunk, someone must have roofied me? A It was a possibility, one of the things --But you're telling me -- you're saying possibility. I'm saying did he express to you a concern that it really happened. Not that you discussed is it a possibility. I'm saying did he express to you a real concern that that is what actually happened? A He expressed that it may have happened.

1 expressed a lot of things that may have happened. 2 expressed the night in detail to the best of his 3 recollection. So, yes, he expressed that that was one of 4 the possibilities that could have happened. O When did he first express that to you? 5 Around the time period of the initial Internal 6 Affairs interview and again when we talked about it --7 like I said, after one of the days in arbitration, I 8 remember talking about it a little bit. We went over the 9 10 whole day, and I think it came up then. 11 Q What action did you take to try and determine to 12 see if he really was possibly roofied? 13 I didn't take any action. My concern was his 14 well-being. 15 Q You didn't attempt to develop any additional evidence of your own that you might ultimately use in his 16 17 defense if, in fact, it turned out to be true that he had 18 been roofied? 19 No. The Internal Affairs were doing an investigation. The Union doesn't conduct our own 20 investigations. Internal Affairs conducts investigations, 21 22 and we at that point have a process in place through the 23 collective bargaining agreement and through the policy and procedures of hearings and filing a grievance and so 24

And that's my, you know, main concern along with

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forth.

1 his well-being. The Union doesn't conduct their own 2 3 investigations? Are you suggesting to me that they don't explore additional avenues pertaining --4 5 A We explore many things. We don't conduct an investigation in terms of like Internal Affairs conducts 6 7 an investigation in the same manner that they do. As a police officer, I think of investigations of something 8 9 like Internal Affairs does, and it's not in that same 10 regard. 11 But you do follow up leads about possible 12 pertinent evidence? If an officer came to you and said, 13 Hey, this is wrong, IA has it wrong, and I can prove this, 14 so-and-so so-and-so, you guys go and contact so-and-so 15 so-and-so, don't you? You don't wait for Internal Affairs

A That's why we have hearings and avenues like here today.

to do it; you go find out what's going on?

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Q So I'm asking you, did you take any subsequent action to try and -- in preparation of this hearing or in preparation of the department hearing -- to verify any concerns as to whether or not he had been roofied?

A As far as like his medical records or anything like that, no. I did not look into his medical records. That's not my business.

1 0 Did you attempt to pin down where he might have 2 been and who he might have spoken to or seen or determined who might have held animus against him in order to do 3 that? Did you take any actions like that? 4 5 A What do you mean when you say actions? Did I go out there and find other -- try to find people and -- no. 6 7 We took the investigation and we took information from Mr. Lanza. 8 You did run a check on Damon Sumter's probation 9 10 status, correct? 11 A When you say check, what are you referring to? 12 I did not run him on like a departmental computer or anything like that, no. 13 14 Did you take any action to determine his probation status using any means, computer, telephone, 15 anything like that? 16 17 A Available, like, on line? 18 Q Yes. 19 On line to Google, things like that, A Connecticut -- the website for judicial, things like that, 20 21 yes. As far as running him on like NCIC or something like 22 that, no. 23 So you took some action other than just relying upon Internal Affairs to issue their report in preparation 24 for the hearing, right? 25

1 A Yes. 2 Okay. Now, did Detective Lanza early on suggest 3 to you any concern that he thought that Damon Sumter was somehow framing him? 4 5 A Possibility, but not probability. Possibility. There are many possibilities. He did not say any of them, 6 this is exactly what happened, this, this or this, but 7 there were many possibilities. 8 9 When you say he -- he specifically raised to you 10 a possibility that Damon Sumter had somehow framed him, 11 followed him and called him in? 12 A Possibility. Do you know when he first raised that with 13 0 14 you? 15 The initial time frame when we first started A 16 talking about this after the day in August when I received 17 the phone call. 18 Q Did you follow-up to determine whether or not 19 Damon Sumter had been a suspect in any matters that Detective Lanza was investigating? 20 21 A How, by follow-up, do you mean? 22 Q Did you take any actions to try and determine 23 whether Sumter was a person of interest to the SID or JID? Just speaking with Robert Lanza. 24 Α 25 Q These possibilities in your mind, Oh, I Okay.

might have been roofied, Oh, maybe someone's out to get 1 me, isn't that somewhat inconsistent with his taking 2 responsibility for his actions? 3 4 A There were many possibilities. One of the possibilities is that he drank a lot that night. 5 Did he say that, I had --6 There were many possibilities. He took 7 A 8 responsibility for the actions. He didn't say it wasn't 9 him. He took responsibility. Yes, there are many things 10 that could have occurred. Okay? 11 So you consider someone who says, Well, I may Q have been roofied, I may have been set up by Sumter, but 12 13 I'm taking full responsibility for my actions, you consider someone who's exploring ways to point the finger 14 at others and rather someone say, Far-fetched that these 15 could actually occur, you view that as someone taking 16 17 responsibilities for their actions? I don't know if I would say -- I disagree with 18 A you on far-fetched. 19 2.0 You don't think it's far-fetched that someone 21 roofied Detective Lanza on that night? A It's one avenue. It's one possibility. I don't 22 think Detective Lanza has ever said that that is what 23 occurred. 24 25 Q You don't think it's far-fetched, the idea that

1	someone roofied Detective Lanza on that night?
2	A Could have happened. I don't know. I wasn't
3	there, sir.
4	Q Would you think it's far-fetched that Damon
5	Sumter somehow set him up, followed him, and called him
6	in, like watched him drink or roofied him and followed
7	him? You don't think that's far-fetched?
8	A Far-fetched, no. A possibility. Hey, there's
9	many possibilities. I've been a police officer for 17
10	years. You see a lot of different things.
11	Q And you also are aware of when certain
12	possibilities are substantially less likely to have
13	occurred than others?
14	A Exactly, and that's exactly why myself or
15	Robert Lanza probably never said definitively.
16	Q And never followed up on it to attempt to
17	explore those options?
18	A When you say follow up, I'm not going to use
19	departmental resources. I don't think that's necessarily
20	proper for me to be running people or
21	Q I'm not suggesting you're doing any wrongdoing.
22	A try to get that might even be against
23	the I don't know if I can use NCIC, to tell you the
24	truth, in this venue. So I'm very careful of that.
25	Q And I'm not I do appreciate that

1 wholeheartedly. When I'm talking about following up, I'm 2 talking about using legal and available means to investigate possible defenses to the charges against 3 Mr. Lanza. If you thought that there was any significant 4 5 possibility that he had been roofied, would you not agree you would have undertaken affirmative acts legally within 6 7 your legal means to try and see if that had actually 8 occurred? 9 Α Again, it was a possibility and that's all it 10 was. 11 That's nonresponsive to my question. I'm asking Q 12 you if you --13 A That was a long question. If you can repeat 14 it. 15 If you believed there was any sort of O 16 significant possibility that Detective Lanza had, in fact, 17 been roofied, wouldn't you have attempted to take whatever 18 legal actions were available to you to try and obtain 19 information pertaining to that in order to present him with a defense? 20 21 I think a defense for Officer Lanza is I care about his well-being, get him through the process. There 22 was a criminal and there was an administrative. That 23 24 is -- doing the best job I can to help in this process, as is the attorney for the union. So there's many different 25

1	things we look at and explore all avenues. Of course we
2	want
3	Q But you didn't explore this avenue? You
4	discussed it as a possibility, but you didn't go and
5	actually try and figure out if it actually happened?
6	A You say we didn't explore it as an avenue. It
7	was brought up as a possibility during this arbitration
8	process and back in IAD over a year ago. So it was
9	brought up, it was discussed as a possibility.
10	Q But you didn't take any affirmative acts to try
11	and determine whether it was anything more than some
12	theoretical possibility?
13	MR. SEGAR: John, how many times are
14	you going to ask the same question?
15	MR. SHEA: Because he's not
16	answering it.
17	MR. SEGAR: Then he's not answering
18	it.
19	THE WITNESS: I don't know what you
20	want me to say. I'm not going to use
21	computers at work to run people. I'm not
22	going to go to Mr. Sumter's house and
23	interrogate him. I don't feel that that is
24	appropriate.
25	

1 BY MR. SHEA: Did you send him to a doctor to get blood work 2 done to see if there was a trace of anything other than 3 alcohol in his system? 4 5 I did not tell him where to get medical attention. 6 7 Did you -- if you believed he had been roofied and you actually believed that that was a possibility, you 8 9 could have sent him for a blood test to have him tested 10 for those things, correct? 11 A I don't think I have the ability to send 12 somebody somewhere. 13 You could have recommended it to him? Q 14 Α I could have. 15 Did you? Q 16 A I don't believe I did. 17 Q Why not? 18 A I don't think I thought of it. I was worried about his well-being, worried about getting through the 19 20 process, caring about him as an individual. 21 And if you're worried about the process and 0 22 caring about him as an individual, that would include 23 taking appropriate measures to explore defenses that you consider viable? 24 25 A And I didn't think to tell him to go right and

get his blood testings for roofies. No, I did not think 1 about that. 2 Did you think about trying to narrow down what 3 4 bars he might have been at and gone and talked to the owners and see what bartenders might have been on duty and 5 determine whether or not he had been sitting with anyone 6 7 who would have had the opportunity to roofie him? 8 A No. John, you know what I was worried about? I 9 was worried about getting him to rehab. I was worried 10 about his well-being. I was trying to get him to rehab. 11 All right? 12 Because you didn't believe that someone had 13 roofied him; you believed that he had an alcohol 14 problem? No. There were many possibilities. What I 15 A 16 believed is I wanted to get him help. Okay? And the rehab --17 0 He wouldn't need help if he was roofied, would 18 he? 19 20 That was a possibility. I am not saying that is what occurred. We've gone over this like 10 times. That 21 22 was a possibility. Obviously there was some alcohol 23 issues going on. 24 O Why do you say that? Because Rob Lanza was drinking that night. I 25 A

1 think he's admitted to that, and he took responsibility for that. So my concern was getting him into rehab as the 2 most important thing and worrying with EAP, his well-being 3 and his health. You can continue to try to crucify him or 4 me, but that was important to me at the time and it still 5 is important to me now. 6 7 Did you discuss with him seeking treatment 8 immediately? 9 I wanted him to get help, yes, thought that was important. 10 Did you facilitate his admission to Marworth? 11 0 12 MR. SHEA: Off the record. (Off the record briefly.) 13 14 A Facilitate, you asked about facilitate. We have an EAP coordinator. So speaking with her, and then she 15 16 deals with that. So if it's a by-product of speaking with her, if you want to call that facilitating, but not 17 18 directly, but through her. BY MR. SHEA: 19 20 You had talked about the practice -- you had 21 talked about the requirement in the general order pertaining to discipline, that a recommendation as to 22 23 discipline from the employee's bureau or division commander be obtained and that you demanded one in this 24

case and that you got one from Rendock who wasn't Lanza's

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1 bureau division commander. Is that kind of a fair summary of your testimony? 2 Demand? I quess request might be --3 Request. Okay. Now, had you, in your role as 4 0 5 union president, prior to Lanza handled any discipline cases in which there was a recommendation from the 6 7 employee's division or bureau commander as to discipline? 8 9 I don't believe there were any discipline cases, 10 period, that would have gotten -- that I was working on 11 that got to that point at that point. So that's why I kind of went to the order and was following the order. 12 13 Maybe one, but I don't even think it required that because 14 it was a different type of discipline, like an expediated 15 arbitration or something like that, not the disciplinary 16 procedures. 17 And, now, you had testified that Gary Dumas was 18 a union consultant and had gathered a lot of documents. Did you review any of those documents to determine if any 19 of those cases in the past, if there had been a 20 recommendation from the employee's division or bureau 21 commander with respect to discipline? 22 Can you ask that again? 23 A 24 Q Yes. You testified that Gary Dumas is a union 25 consultant, correct?

1	A Yes.
2	Q And that he gathers documents for the union; am
3	I correct in understanding that, reviews?
4	A Works on, helps, provides previous, you know,
5	knowledge of grievances, outcomes, keeps a book of
6	grievances sorry, MOUs and MOAs and that sort of
7	Q Okay. Did you ever ask Gary Dumas to search for
8	prior discipline cases to determine if there had been a
9	recommendation from the employee's bureau or division
10	commander for discipline in any prior discipline cases?
11	A No, I didn't.
12	Q As you sit here today, do you have any personal
13	knowledge that in any cases prior to Detective Lanza, that
14	employees facing discipline, that there had been a
15	recommendation from the employee's division or bureau
16	commander as to discipline in those matters?
17	A I don't know. Like I said, this was the first
18	one I did. I was not overly involved or liked by the
19	previous union board, so I was not super involved in
20	disciplinary matters, and that's one reason why I followed
21	the order.
22	Q You heard the testimony of other witnesses such
23	as Lieutenant Bowsza that it was not the practice of the
24	department to obtain a recommendation for discipline from

the employee's division or bureau commander. Do you

1	recall hearing that testimony?
2	A I do recall hearing it.
3	Q And do you have any evidence to suggest that
4	that was not an accurate statement that such a practice
5	did not exist?
6	A Again, I don't know. I was never in Internal
7	Affairs, I never served as the department advocate. This
8	was the first case that I had. So, again, I went to the
9	order, so let's follow the active order.
10	Q To the extent there had been a practice that
11	that portion of the order withdrawn.
12	A Wasn't
13	Q So you would not you would not be aware of
14	any practice with respect to implementation of that order
15	regarding employee and division commander
16	recommendations?
17	A I would not be in the I would not be in the
18	know either way.
19	Q You also briefly talked about you discussing
20	with Chief Rovella the recommendation from a bureau or
21	division commander and that he did not indicate to you
22	anything about Foley possessing a conflict. Am I
23	understanding your testimony correct?
24	A He never did.
25	Q Okay. Is the chief required to tell you why or

1 why not he might be making decisions? 2 A No. 3 So he was under no obligation to give you his rationale for whatever decision he was making? 4 That's why I never asked him why he's making 5 A that decision. That's why I was kind of surprised that he 6 7 then said that here. I simply just made a point that they 8 had -- they hadn't given me one first. I think I requested a couple times, and then they gave one from the 9 10 wrong individual, and I made that point. And at that 11 point I was just told that's what I'm getting. I did not question him about why did he make that decision. 12 13 just told this is what I'm getting. I informed him I 14 think it's inaccurate or it is inaccurate on who to give 15 it and again was told that's what I'm going to be given. 16 So it's not like he gave you a different reason 17 than he testified to today. He just didn't give you any reason, correct? 18 19 I don't recall him giving any reason, and it A wouldn't be upon me to ask him why he makes a decision. 20 21 0 If you could look at Union 4? Should have it in the pile in front of you. 22 23 Yes, sir. A 24 Q Now, generally I want to make sure I understood your prior testimony. You had testified that you had some 25

1 conversations with the chief regarding the hearing, and if 2 I understand you correctly, you stated that the chief told you that Detective Lanza could come to talk to him, but 3 there would be no offer, that he would just have to waive 4 5 the hearing. And my -- withdrawn. Was it your understanding that Detective Lanza would have to waive the 6 hearing in order to even talk to the chief? 7 8 MR. SEGAR: Can I -- objection. Are 9 you asking him as the policy says or --10 MR. SHEA: No, I didn't ask him any 11 part of the policy. 12 MR. SEGAR: You said Union 4. 13 MR. SHEA: I said pull it out. I 14 didn't say refer to it. You can put it away. BY MR. SHEA: 15 I understood your prior testimony as suggesting 16 that when you talked to the chief, the chief said that he 17 18 would speak with Detective Lanza, but only if he waived 19 his right to a departmental hearing before that conversation? 20 21 A Well, if he spoke with him, he would then be 22 given his discipline. At that point he wouldn't have a 23 hearing because he'd be given his discipline. And if you could point to me in Union 4 0 24 Okay. the provision that that scenario violates, I would 25

appreciate it. Because the line of questioning arose with, you know, are you aware of policies that were not adhered to, and this was an example you gave. So if you can point to me in 4.2 where that scenario that you just described -- what provision of 4.2 that violates, I would appreciate it.

- A I'm not understanding the question.
- Q Okay. I'll help you out. Why don't you go to page 7.
 - A Okay.

Q And if you see paragraph 5, Allow the employee to plead guilty to the violation and waive in writing his or her right to a hearing and meet with the chief of police who will then determine the appropriate penalty, would you agree with me that there's nothing in your conversation with the chief that would violate this provision? That's what he did, right? Do you see where I am, page 7 of 9?

A Yes, I know. I'm just trying to find the -- and there was no offer given to him. So that's why we didn't know -- for him to go to the chief without an offer, you don't know what he's going to give you.

Q I'm not second-guessing your decision not to take the chief up on that, but the situation you described would appear to me, and correct me if I'm wrong, to be in

1 strict accordance with paragraph 5. The chief allowed the employee to plead guilty to the violation and waive in 2 writing his or her right to a hearing and meet with the 3 4 chief of police who will then determine the appropriate 5 That's exactly what the chief offered, right; penalty. waive your hearing, come talk to me? 6 7 A Okay. 8 Q I mean, am I correct in understanding that? 9 Α He said he could come talk to him. 10 Q And you would agree the chief --But he didn't have an offer on the table for 11 A 12 him. 13 0 But does 5 require that? 14 Unless it's somewhere before, I don't see it. A 15 Q I don't see anything in 5 that says there has to be an offer on the table from the chief. 16 17 Okay. But, again, I don't understand -- when we 18 talked about I think this not being followed, we were 19 talking about the bureau commander and the division commander. 20 21 I thought this was another example of the 22 department not following the rules and procedures. 23 you --24 A If you want to, I can give you many examples of not following rules and procedures -- not in 25

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this case -- that the department doesn't follow. But, you know, I think when we were talking about that, we were talking about the bureau and division commander shall provide, and it wasn't done by the person who should have provided it. The fact of -- if you're saying could the chief have done what he did and said, Come talk to me and waive the hearing, I don't think I ever said that that was

inappropriate. I said that that's what occurred. He said you could come talk to him and not have the hearing. without an offer, we were kind of like...

No, I was -- I interpreted your testimony as to that as another example of one of the ways in which the Hartford Police Department failed to follow their policy and procedure, more specifically 4.2, but if I'm understanding you now, you are not asserting that your conversations with the chief and his response with respect to the opportunity to waive his hearing somehow violated the order?

I don't think I said that part violated the order. I said the other part did.

Now, you testified that you were not aware of any circumstances in which the chief of police had disregarded the recommendations of the hearing officer. Did I understand your testimony correctly?

A Up until yesterday.

Q Let's speak with prior to -- prior to Detective Lanza.

A I certainly wasn't aware. As I said, I wasn't involved in many.

Q But you suggested you had taken some sort of review to try and determine it, like Gary Dumas, you had him check or something?

A I've never seen it done differently.

Conversation with Gary was that that's the -- that's a normal -- normal. It wasn't -- I didn't do a -- I didn't take out 1,000 old cases and do anything like that, if you're asking that.

Q Are you at all familiar with an incident involving Brian Foley in Rocky Hill where he was involved in an incident at a bar and subsequently brought up on charges?

A Familiar? I've heard of it.

Q Did you ever look at his discipline file for purposes of preparing for the defense of Detective Lanza?

A It may have been one that was brought in as a comparative. I'm not sure. There were some that were brought in as comparatives. Maybe that was one.

Q Actually, it's quite a good comparative because

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1 if you were to review it, you'd see that the Hearing 2 Officer Buyak recommended that the charges against Foley not be sustained, and Chief Roberts ignored that 3 recommendation and imposed a penalty, imposed discipline. 4 5 So you were not familiar with that at all? Okay, I mean, I believe you. I'm not -- like I 6 said earlier, I'm not saying there's none out there. I 7 wasn't familiar with any. 8 9 Okay. So you weren't familiar. And when you 10 talk about the basis for your familiarity, let's narrow 11 that down. 12 As I've said numerous times, I took over as 13 union president in February, and this was in August. And 14 I said I wasn't overly involved, certainly not with 15 discipline. So it's not great. I've said that. 16 So in the six months that you were union 17 president prior to Detective Lanza coming up on charges, 18 you weren't aware of any circumstances during that 19 six-month period in which a chief had disregarded the recommendations of a hearing officer? 20 21 A I wasn't aware. And did you affirmatively review disciplinary 22 documents for any period of time prior to becoming union 23 president to determine whether or not a chief had 24 25 disregarded the recommendations of a hearing officer?

1	A Prior to becoming union president?
2	Q No, I mean while you were union president, did
3	you review documents or discipline occurring prior to your
4	presidency to determine if the chief had disregarded
5	findings of a hearing officer?
6	A I'm sure in that six-month time period I came
7	across looking at old things for a variety of different
8	reasons, but like I said, I never did an analysis of the
9	last hundred or anything like that, no.
10	Q That was my you didn't undertake a specific
11	review for that purpose of determining whether or not
12	there were any other instances where a chief had
13	disregarded the recommendations of a hearing officer?
14	A You brought one up. There very well may be
15	others.
16	Q Do you have any reason to dispute my
17	representation as to Foley? I can get the documents.
18	A I don't have it in front of me. If you're
19	telling me that that's what happened, I would take you at
20	your word.
21	MR. SHEA: Can I have two minutes?
22	(Off the record: 2:14 p.m. to 2:16 p.m.)
23	MR. SHEA: No further questions at
24	this time.
25	

	1 - 19 - 10 - 1
1	REDIRECT EXAMINATION
2	
3	BY MR. SEGAR:
4	Q A few follow-ups. Were you here for Chief
5	Rovella's testimony?
6	A I was.
7	Q Did he ever say he disobeyed or disregarded the
8	findings of a hearing officer?
9	A I don't remember.
10	Q Okay. The policy as Union Exhibit 4 states that
11	recommendations for discipline must come from the bureau
12	or division commander; is that correct?
13	MR. SHEA: Objection. The document
14	speaks for itself.
15	A It does, under the command, yes.
16	MR. SEGAR: I have no other
17	questions.
18	MR. SHEA: No follow-up.
19	ARBITRATOR NEUMEIER: Thank you very
20	much.
21	(Off the record: 2:16 p.m. to 2:26 p.m.)
22	MR. SEGAR: The union calls Melissa
23	Lanza.
24	ARBITRATOR NEUMEIER: Good
25	afternoon. My name is Elizabeth Neumeier.

1	MR. SEGAR: Yes. As a rebuttal to	
2	Lieutenant Bowza's testimony, the union calls	
3	Union President and Sergeant John Szewczyk.	
4	ARBITRATOR NEUMEIER: Okay. You're	
5	still under oath also.	
6	(FURTHER EXAMINATION OF SERGEANT JOHN SZEWCZYK)	
7		
8	REDIRECT EXAMINATION	
9		
10	BY MR. SEGAR:	
11	Q John, just to refresh the memory of the	
12	personnel in the room, specifically the arbitrator, let's	
13	just go through your background as a police instructor	
14	with the City of Hartford Police Department.	
15	A I've been an instructor of the a state police	
16	academy instructor approximately in the 2011, '12	
17	ballpark, so about six or seven years. I'm currently	
18	certified in Connecticut Criminal Law, Immigration Law,	
19	Cultural Diversity, Crimes Motivated by Bigotry and Bias	
20	and Morals and Ethics in Policing. I teach in Hartford	
21	and throughout the state at times, but primarily in	
22	Hartford, but other places as well occasionally will	
23	call.	
24	Q As part of your being a certified police	
25	instructor, do you have to make application for that	

certification to the Police Officer Standards and Training 1 2 Council? 3 A Yes, I do. Do you know, if you recall, how frequently you 4 Q 5 must recertify yourself as an instructor? 6 I believe it's three years, could be four, but I 7 believe it's -- it could be two. I believe it's three, 8 though. 9 Have you gone through a recertification process Q with your instructor certification? 10 11 A Yes. 12 Q Have you been to Methods of Instruction which --Yes, I have. 13 A 14 Who taught the Methods of Instruction class? 0 I do not remember his name. 15 A 16 Q Where did you receive that training? At the Police Officer Standards and Training 17 A Council in Meriden, Connecticut where the POSTC is, the 18 19 academy down there. 20 0 Is it your understanding -- strike that. As part of your recertification training or your 21 recruit level training, do you provide certification forms 22 to the participants of your class? 23 24 A Do I, no. 25 Does the academy? Q

1	A Yes.
2	Q Do you sign those forms?
3	A Yes.
4	Q What is your understanding of the signature on
5	the review training credit form?
6	A That I taught the course.
7	Q That you were actually physically in the room?
8	A That I was physically in the room and I taught
9	the course, I was I was there, or someone else may have
10	taught it as long as I was in the room with them
11	co-teaching.
12	Q And your signature also means that you're
13	certified in the subject area; is that right?
14	A It also means I am certified in the subject
15	area.
16	Q After Assistant Chief Thody's testimony, did you
17	undergo or undertake any inquiry or investigation as to
18	the content of Assistant Chief Thody's testimony?
19	A Yes, I did.
20	Q Could you identify this document, please?
21	A This is an advisory. It's like an advisory
22	opinion, looks like written by Bill Klein, William Klein,
23	a certification officer, division officer down at POSTC.
24	Q Are these advisory opinions or advisory postings
25	available on the Police Officer Standards and Training

1	Council website?	
2	A Yes, they are.	
3	Q Did you obtain this document from the Police	
4	Officers Standard and Training Council website?	
5	A Yes, I did.	
6	MR. SEGAR: I've lost track now.	
7	Union	
8	ARBITRATOR NEUMEIER: This would be	
9	36.	
10	MR. SEGAR: Union 36.	
11	MR. SHEA: Can I have one moment to	
12	review it?	
13	(Pause.)	
14	ARBITRATOR NEUMEIER: Any objection?	
15	MR. SHEA: Just as to relevance.	
16	MR. SEGAR: I am going to explore,	
17	through the witness, his investigative	
18	techniques and steps after Assistant Chief	
19	Thody's testimony. This is laying the	
20	foundation for his conversation which he'll	
21	testify to with William Tanner who is a	
22	certification offer at POSTC.	
23	MR. SHEA: The issue isn't what	
24	POSTC requires or doesn't require. The issue	
25	is the testimony that this is apparently	

	rebutting is what the practice is of the HPD.	
	So if you have some evidence that contradicts	
	the testimony as to the practice of the HPD,	
	that might be relevant to the rebuttle.	
	ARBITRATOR NEUMEIER: I'm going to	
	allow it. Union 36 is admitted.	
	7 (Union Exhibit 36 admitted; Memo	
	POSTC Certification Division Advisory 2010-1.)	
1	BY MR. SEGAR:	
1	Q John, downloading this form or advisory opinion	
1	from POSTC was one of your first steps in investigation;	
1	is that correct?	
1:	A Yes.	
1.	Q Did you also contact Mr. William Tanner at the	
1!	Police Officer Standards and Training Council?	
10	A I did.	
1'	Q Before you answer the question, did you contact	
18	them?	
19	A Yes, I did.	
20	Q Who is William Tanner?	
23	A William Tanner is the training officer down	
22	there. He does all the it's who I submitted my lesson	
23	plans to who I submitted my lesson plans to. He does	
24	the certification for other academy instructors like	
25	myself, and he works down at POSTC.	
	T I	

Q Is his title, if you know, certification officer?

A I don't know his exact title in front of me, but he deals with the certification of instructors.

Q Did you ask him a question about what the signature means on a review training credit form?

A I didn't -- I don't know if we spoke about that.

Q What did you learn from your conversation with Mr. Tanner?

A I found out about -- I just wanted to verify and I asked him -- I had always been under the assumption that we have to actually teach the course. So I asked him how it works with the -- if you're an instructor and someone wants to co-teach or you want to bring somebody in, and it was revealed to me, in fact, that the individual who is the instructor has to actually be present, they have to be there, he said absent going to the bathroom. If somebody who is teaching who is not certified and they are co-teaching or teaching them how to teach and they're not a certified instructor, the actual instructor has to be in the room co-teaching, and it kind of verified what I had already been taught when I went through the MO -- the course, the Methods of Instruction course.

Q That you actually had to physically be in the room?

1	A Physically be there, and if you bring somebody	
2	in, an expert, someone who is not certified, you have to	
3	be in the room with them teaching with them absent,	
4	again going to the bathroom was the part we kind of	
5	joked about. You can step out to go to the bathroom. You	
6	certainly had to be there present. You couldn't be, say,	
7	out of state.	
8	Q You were here for Lieutenant Bowsza's testimony	
9	a few moments ago, correct?	
10	A I was.	
11	Q And he testified as to the practices of the	
12	Hartford Police Department. Did you hear that	
13	testimony?	
14	A I did.	
15	Q Are the practices of the Hartford Police	
16	Department consistent with your information that you	
17	received from Mr. Tanner?	
18	MR. SHEA: Can I voir dire before he	
19	answers that?	
20	MR. SEGAR: On what matter?	
21	MR. SHEA: His knowledge of the	
22	practice. Were you ever assigned	
23	MR. SEGAR: One second. He	
24	testified to it.	
25	MR. SHEA: But he testified to	

1	someone who knew the practice. He didn't say
2	it was from his knowledge of the practice. It
3	was from someone at the training academy.
4	Unless this information is divulged from a
5	conversation he had with someone assigned to
6	the academy or someone who
7	MR. SEGAR: Hang on. So you're
8	telling me, John, based on your objection that
9	his testimony as to the practice in the
10	Hartford Police Department may or may not be
11	accurate because he's not the one who performs
12	the actual
13	MR. SHEA: No, no, exactly the
14	contrary. I'm saying he actually had a basis
15	to answer, where you haven't established that
16	this witness has.
17	MR. SEGAR: I'm basing his answer
18	off of the testimony that he just gave.
19	ARBITRATOR NEUMEIER: As I
20	understand your question, you're asking the
21	witness whether the practice as described
22	MR. SEGAR: That's correct.
23	ARBITRATOR NEUMEIER: here was
24	consistent.
25	MR. SEGAR: That's absolutely

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	1	correct.
	2	MR. SHEA: And I'm asking him how
	3	would he know.
	4	ARBITRATOR NEUMEIER: Because he
	5	heard the testimony.
	6	MR. SEGAR: He heard the
	7	testimony.
	8	MR. SHEA: But how would he know
	9	what the actual practice is.
	10	ARBITRATOR NEUMEIER: The comparison
	11	is to what the testimony was, not what the
	12	actual practice was.
	13	MR. SHEA: Can you repeat the
	14	question?
	15	MR. SEGAR: Absolutely.
	16	MR. SEGAR: Here's the fundamental
	17	issue of the question: He testified he was
	18	here. He just said, I was here for Lieutenant
	19	Bowsza's testimony. You heard Lieutenant
	20	Bowsza's testimony as to the practice of the
	21	Hartford Police Department. Is his testimony
	22	consistent with the information you received
	23	from Mr. Tanner.
	24	MR. SHEA: Tanner, okay. I thought
	25	it was with what his I thought he was

1	asking about the actual practice.
2	ARBITRATOR NEUMEIER: No.
3	MR. SHEA: Okay.
4	BY MR. SEGAR:
5	Q Do I need to rephrase the question?
6	A You kind of do.
7	Q Okay. You were here for Lieutenant Bowsza's
8	testimony, correct?
9	A Yes.
10	Q Did you hear Lieutenant Bowsza's testimony
11	regarding the practice of the Hartford Police Department
12	as to the signature on the review training credit form?
13	A I did.
14	Q Based on your conversation with Mr. Tanner and
15	based on your understanding as a POSTC certified
16	instructor, are the Hartford Police Department practices
17	consistent with POSTC standards?
18	A I can't answer that because I don't know the
19	practices of the entire Hartford police training academy.
20	I know I have partaken at least two times in teaching
21	other people, and I have been present both times. One
22	time was Hate Crimes, Crimes Motivated by Bigotry and Bias
23	with Officer Todd Jediny, and I was co-teaching. I was in
24	the room with him when he was thinking about getting his
25	instruction. I was physically present. And then another

1	time, I can't remember the course. It may have been	
2	Cultural Diversity, but I'm not sure, with Officer Kelly	
3	Baerga, and, again, she came into the classroom. I was,	
4	of course, present. She didn't actually speak very much,	
5	but she did come in and was present and learning a little	
6	about teaching.	
7	So the practice I have had has been what I was	
8	told by POSTC to do and I've always done. I can't speak	
9	for every instructor. That I don't know.	
10	Q But you can speak to what he testified about.	
11	Is his testimony consistent with your practices?	
12	A Not with my practices, no, not at all.	
13	MR. SEGAR: I don't have any other	
14	questions.	
15	MR. SEGAR: Can I just five minutes?	
16	6 (Off the record: 10:54 a.m. to 10:59 a.m.)	
17		
18	RECROSS-EXAMINATION	
19		
20	BY MR. SHEA:	
21	Q Just a couple follow-ups. You mentioned that	
22	you had spoken with Tanner. When? Did you call him, I	
23	presume?	
24	A I did.	
25	Q And when did you call him?	

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Page: 1025

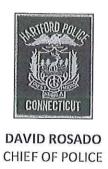
1 I called him about -- well, after you grilled me for not doing enough investigation last time in the last 2 arbitration, I called him after the arbitration last time. like a week after. I left him a message. He didn't respond, and I spoke with Karen Bovaire briefly, because I know her, at the academy. I didn't really get into details, but she told me, Try calling back, he's super busy. And I did call him again, and last week -- and I believe it was like Thursday or Friday of last week was when we actually spoke and had the conversation. So about a week ago. The first phone call -- and I'm not sure. week after the arbitration? We've had a bunch of hearings. Are you referencing the one in which you testified, within a week of that? It was probably four weeks ago, five weeks ago was the first time I called him, but I did not speak with him then, but I did put a call in. And just a couple follow-ups on C-8. Just to Q clarify, you've never been assigned to the police academy, right? Α No. And do you have any knowledge as to who actually may have taught Fair and Impartial Policing Part 2 to Officer Lanza on February 23, 2016?

A 1 No. And if it had, in fact, been another instructor 2 certified by POSTC, then arguably that would not run afoul 3 4 of your understanding of POSTC requirements, right? So long as the -- so long as the person who said A 5 they taught it was present in the room. 6 7 Q And we don't know who that person actually 8 was? 9 A Well, I think we established he was in Kentucky, 10 correct? 11 Q We know it wasn't Thody, but say another POSTC 12 certified instructor had actually taught that course, but 13 it wasn't his signature on there, that would be arquably consistent with POSTC, correct? 14 A I would think it may be consistent for the 15 16 individuals in the course getting the class taught to 17 I don't think it would be consistent with what 18 POSTC would want on a form or who signed off on it. I don't think they appreciate people signing that weren't 19 there. So on that end, no, I don't think it would be 2.0 21 consistent, but for people receiving the training, if they 22 got it from somebody who was certified, I would guess 23 POSTC would be okay with that, I would think, but again that's speculating on what POSTC would do. 24 25 Q And am I understanding your testimony correctly

1	that your understanding is that POSTC would be okay with a	
2	POSTC certified instructor teaching the class as long as	
3	they were in the room? I'm not sure. As long as they	
4	were in the room?	
5	A What I learned from my conversation last week	
6	was that if someone who's not certified is there like	
7	co-teaching or maybe an officer is thinking about getting	
8	trained or they're on line to go to the MOU course, so	
9	they don't have their actual teaching certificate, maybe a	
10	provisional, something like that, then the individual who	
11	is actually teaching it has to be physically present.	
12	MR. SHEA: No further questions at	
13	this time.	
14		
15 REDIRECT EXAMINATION		
16		
17	BY MR. SEGAR:	
18	Q On February 23, 2016 Assistant Chief Thody was	
19	not in the room, was he?	
20	MR. SHEA: Objection.	
21	A I don't	
22	MR. SHEA: Are you asking him based	
23	upon his	
24	ARBITRATOR NEUMEIER: It's in the	
25	record. He doesn't need to tell us that.	



Hartford Police Department
Division of Professional Standards
Internal Affairs Unit



Case Number: I-File #2018-021

Internal Affairs Investigation - Notice to Personnel

November 6, 2018

Sergeant John T. Szewczyk #E47 City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Sergeant Szewczyk,

An Internal Affairs Investigation has been initiated in which you have been identified as a witness. This investigation concerns allegations that Assistant Chief Jason C. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Since you have been identified as a witness, an interview needs to be scheduled. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. Please contact me so that a date and time can be arranged to conduct the interview. I can be reached at **O-860-757-4315**.

Assistant Chief Rafael Medina III #L49

Assigned Investigator

CC: I-File #2018-021

11/6/18 1237 pour 20

Medina, Rafael

rom:

O'Brien, Kevin

Sent:

Tuesday, January 8, 2019 3:06 PM

To:

Medina, Rafael O'Brien, Kevin

Cc: Subject:

I-File #2018-021

Assistant Chief Medina -

Per your request, on January 8, 2019 at approximately 1300 hours, I advised Sergeant Szewczyk that an interview was scheduled for January 11, 2019 at 1300 hours. He was made aware that the interview was in reference to I-File #2018-021.

Sergeant Szewczyk advised me that this date/time might not work, based on his availability along with his counsel's availability.

On January 8, 2019 at 1412 hours, I received a phone call from Sergeant Szewczyk. He advised that they are not available on 1/11/19 at 1300 hours. Sergeant Szewczyk requested that a list of possible dates/times in the "next couple weeks" can be provided, so a time could be selected by him/his counsel.

Thank you,

Lieutenant Kevin O'Brien
'artford Police Department
Internal Affairs Division
(C) 860-571-1150
(O) 860-757-4138
obrik002@hartford.gov

Sent from work iPhone

Medina, Rafael

rom:

Szewczyk Jr., John

sent:

Wednesday, January 9, 2019 11:05 AM

To:

O'Brien, Kevin

Cc: Subject: Medina, Rafael RE: I-File #2018-021

LT.,

I was just able to get in touch with council and he can make it Monday at 1000. I rearragned my morning on 1/14/19 so I can also make it.

Thank you for your help in this matter.

Respectfully,

Sgt. John Szewczyk President, Hartford Police Union

Sergeant John Szewczyk Hartford Police Department 253 High Street Hartford, CT 06103 Email: Szewj001@hartford.gov 860 757 4005 ext. 4503

From: Szewczyk Jr., John

Sent: Wednesday, January 09, 2019 10:23 AM

To: O'Brien, Kevin Cc: Medina, Rafael

Subject: RE: I-File #2018-021

LT.,

As I stated yesterday, please provide a couple dates over so that I can ensure proper representation and I are both available. I will also provide you a few dates as well as soon as I speak with Union Council.

Respectfully,

gt. John Szewczyk President, Hartford Police Union Sergeant John Szewczyk
'Hartford Police Department
...53 High Street
Hartford, CT 06103
Email: Szewj001@hartford.gov
860 757 4005 ext. 4503

From: O'Brien, Kevin

Sent: Wednesday, January 09, 2019 10:06 AM

To: Szewczyk Jr., John

Cc: Medina, Rafael; O'Brien, Kevin

Subject: I-File #2018-021

Sergeant Szewczyk -

Since you were unable to attend the administrative interview scheduled for January 11, 2019, it is being rescheduled for January 14, 2019 at 1000 hours.

The interview will be held in the Internal Affairs Division Conference Room.

Thank you,

Lieutenant Kevin O'Brien 'artford Police Department Internal Affairs Division (C) 860-571-1150 (O) 860-757-4138 obrik002@hartford.gov

Sent from work iPhone



HARTFORD POLICE DEPARTMENT

253 High Street
Hartford, Connecticut 06103
Telephone: (860) 757-4000
Fax: (860) 722-8270
www.hartford.gov



DAVID ROSADO Chief of Police

Internal Affairs Division

Garrity Interview Introduction IAD Case # 2018-021

Today's date is 1/14/19 and the time is _/ 105 hours.

This interview is about IAD Case # 2018-021.

Being interviewed is Sergeant John Szewczyk Jr. #E47.

Sergeant Szewczyk has decided to have a Union Attorney Marshall Segar present for the interview.

I, Assistant Chief Rafael Medina III #L49, Commanding Officer of Field Operations for the Hartford Police Department, am conducting this interview. Assisting me with this interview is Lieutenant Kevin O'Brien, Commanding Officer of the Internal Affairs Division.

Sergeant Szewczyk, you are aware that this is an administrative interview and your **Garrity Rights** apply? Int:

You are required to answer all Internal Affairs investigator's questions narrowly, directly and truthfully. If you refuse to answer the questions or fail to give truthful answers, you will be subject to disciplinary action up to and including dismissal. Do you understand these rights? Int:

Under the **Weingarten Ruling**, you have the right to Union Representation which you (have / have not) chosen for this case. Is this correct? Int: _______

End T. Me: 1146 hours.

- 1. How long have you been with the Hartford Police Department? 5 we 2002
- 2. What is your currant rank and position within the agency?
- 3. What are your duties as a sergeant with the Hartford Police Department?
- 4. What are your duties as the Union President?
- 5. Are you familiar with the current arbitration hearing involving former Hartford Police Officer Robert Lanza?
- 6. Where you present for testimony given by witnesses called to testify on behalf of the city and the Hartford Police Union?
- 7. Was one of the witnesses called to testify on behalf of the City of Hartford Assistant Chief Jason Thody?
- 8. Were you present for his testimony?
- 9. Do you recall the date he testified?
- √10. Do you recall what Assistant Chief Thody was called upon to testify about? y €
- 11. Do you recognize this form? (POSTC-50/Lanza)
- √12. Is this the form that was presented as an exhibit by Attorney Shea for the City of Hartford?
- 13. Following Assistant Chief Thody's testimony, due you recall receiving an email from Lieutenant Bowsza on Wednesday, October 24, 2018 in which he stated, "As a follow-up to our telephone conversation toward the end of last week and in my office yesterday, if you believe there has been, or may be, some kind of misconduct on the part of the HPD Command Staff (specifically A/C Jason Thody) related to testimony at the Lanza arbitration hearing, please let me know if the Union would formally like to request an investigation into the matter."
- 14. What was stated during the telephone conversation and the meeting in LT Bowsza's office that would lead:
 - a. That there was some kind of misconduct on the part of AC Thody testimony at the Lanza arbitration hearing?
 - b. If the Union would formally like to request an investigation into the matter?



- √15. Did you send LT Bowsza a response via email on Friday, November 2, 2018 at 1:17 PM?
- √16. In part, did you relate the following in your response to LT Bowsza?

"The City's decision to submit the evidence in question into arbitration on 8/27/18, followed up by additional oral testimony on 9/16/18 certainly is problematic and concerning, especially considering what was discovered during the cross examination of Assistant Chief Jason Thody."

- b. Who provided oral testimony on 9/16/18 that you stated "is problematic and concerning?" (he put the date wrong in his email)
- c. What portion of Assistant Chief Thody's testimony did you find "problematic and concerning?"
- 17. During his testimony, was Assistant Chief Thody asked to identify the POSTC Review Training Credit dated February 23, 2016?
- ✓18. During his testimony, was Assistant Chief Thody asked if he taught the class on February 23, 2016 based upon what is documented on the form and in the Training Trakker?
- 19. What was his answer?
- 20. When asked where he was on February 23, 2016, did Assistant Chief Thody advise that he did not know?
- 21. Did Assistant Chief Thody ask to review his calendar?
- 22. Was Assistant Chief allowed to review his calendar?
- 23. When asked once again where was he on February 23, 2016, did Assistant Chief Thody state that he did not know?
- √24. Was Assistant Chief Thody asked roughly when he attended the Southern Police Institute?
 - 25. Did Assistant Chief Thody state, "again, without referencing my calendar, I do not know?"

The Care Herry

- 26. Do you recognize this photocopy of 4 time cards for Assistant Chief Thody, then captain for the period of 02/14 03/12?
- 27. Are these the photocopies of the time cards presented to Assistant Chief Thody to identify on October 16, 2018 by the Hartford Police Union?
- 28. How did you obtain the photocopies of the time cards?
 - a. If you didn't obtain them, who provided the photocopies to the union? (Municipal Employees Relations Act/FOIA)
 - b. Who made the requests on behalf on the Union and was it in writing?
- 29. Also, in part, did you relate the following in your response to LT Bowsza?

"That being said, it is not the decision of the Union to determine what the consequences, if any, of those actions will be to the City or to Assistant Chief Thody. That will be determined by others which may include, but not be limited to, Chief of Police David Rosado, an arbitrator, the Public Safety Committee of the Hartford Common Council, the Police Officer Standards and Training Council, and the State's Attorney's Office."

- a. Did you advise Chief David Rosado about the Unions concerns with Assistant Chief Thody's testimony?
 - a. Did the union make a formal complaint with Chief David Rosado?
- b. Dd you advise anyone on the Public Safety Committee of the Hartford Common Council about the Unions concerns with Assistant Chief Thody's testimony?
 - a. Did the union make a formal complaint with the Public Safety Committee of the Hartford Common Council?
- c. Did you advise anyone at the Police Officer Standards and Training Council about the Unions concerns with Assistant Chief Thody's testimony?
 - a. Did the union make a formal complaint with the Police Officer Standards and Training Council?
- d. Did you advise anyone at the State's Attorney's Office about the Unions concerns with Assistant Chief Thody's testimony?
- e. Did the Union want to make a formal request for an investigation into the matter?

Unes land

- f. In not, why did you state that the consequences of those actions will be determined by others to include the one's I just mentioned?
- 30. Did you testify as a witness during the Lanza arbitration hearing?
 - a. Do you recall the dates you testified? (October 18 & December 13)
- 31. Are you currently or ever have been a POST certified instructor?
- 32. Did you successfully complete the Methods of Instruction training course to become a certified instructor for POST?
- √33. How frequently do you have to recertify yourself as an instructor?
 - 34. Do you recognize this form? (Blank/POSTC-50)
 - a. Explain the form and what each box represents based upon his training in methods of instruction.
- 35. What is your understanding of the signature on the review training credit form?
- \$36. Does your signature on the review training credit form mean that you were actually physically in the room and taught the course?
- 37. Was it surprising to you to learn that the POSTC-50 form for the training provided on February 23, 2016 were inaccurately prepared?
- √38. What subject areas are you certified to teach?
- 39. For the subjects you are certified to teach, you provided the academy with up to date power point presentations?
- 40. Do you provide the academy with yearly updates for Crimes Motivated by Bigotry?
- 41. Is Crimes Motivated by Bigotry a course you instruct at in-service training on a yearly basis?
- 42. Who did you provide the updates to?
- 43. Is this a copy of your power point presentation that you provided to the academy? (Exhibit 10)

- ∠44. Who did you provided this copy to and when did you provide it to them?
- 45. Did you provide you provided in-service training on the subject of Crimes Motivated by Bigotry & Bias to Officer James J. Prignano on June 26, 2018? (Exhibit #11/Let him identify and answer)
- 46. Were you actually physically in the room and taught the course of instruction to Officer James J. Prignano on June 26, 2018?
- 47. Did you pre-sign a POSTC-50-B form for area of instruction 524: Crimes Motivated by Bigotry & Bias with your instructor information filled-in?
- 48. When did you complete the form?
- 49. Who did you give the form to?
- 50. After Assistant Chief Thody's testimony, did you conduct any inquires as to the content of his testimony?
- 51. As part of your inquiry, did you contact William Tanner at the Police Officer Standards and Training Council?
- 52. When did you call William Tanner? (December 6th or 7th/Thursday or Friday)
- 53. What did you and William Tanner speak about in relation to the content of Assistant Chief Thody's testimony?
- 54. During the course of your conversation with William Tanner, did you advise him of the testimony Assistant Chief Thody provided on October 16, 2108?
- 55. What did you learn from William Tanner in relation to the testimony of Assistant Chief Thody on October 16, 2018?
- √56. Did you speak with NBC30 reporter Shyang Puri on or about December 19, 2018?
- 57. Do you know who provided Shyang Puri with a POSTC form with Assistant Chief Thody's signature, several of Assistant Chief Thody's time cards and transcripts from the Lanza arbitration hearings?
- 58. Did Shyang Puri ask you to authentic the documents from the hearing?
- 59. Did you discuss with Shyang Puri what you witnessed during the disciplinary hearing the day Assistant Chief Thody testified?



- 60. Did you provide Shyang Puri with a statement in relation with this investigation?
- 61. Do you recognize this notice to personnel of an internal affairs investigation?
- 62. Is that notice to personnel of an internal affairs investigation from me to you?
- 63. Is that notice to personnel of an internal affairs investigation dated November 6, 2018?
- 64. Did I hand deliver that notice to personnel of an internal affairs investigation to you on November 6, 2018 at approximately 1237 hours while you sat in LT Bowsza's office?
- 65. In the body of the notification, does it state, "Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person."

1 4	Witness interview: OFC Jeffrey Fish
2A	Witness notifications: Robin Johnson, SGT Michael Chauvin, SGT Michael Anderson, LT William Rea, LT Robert Shelby,
3A	
44	
5A	
6A	
7A	
88	



Hartford Police Department Division of Professional Standards Internal Affairs Unit



DAVID ROSADO CHIEF OF POLICE

Internal Affairs Investigation - Notice to Personnel

November 6, 2018

Case Number: I-File #2018-021

Assistant Chief Jason C. Thody #D07 City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Assistant Chief Thody,

An Internal Affairs investigation has been initiated in which you are the subject. The investigation has been assigned to me and concerns allegations that you willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Please be advised that you have the right to confer with a Union or legal representative regarding this investigation. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. I am also ordering you to fully cooperate with the investigation, and the Department expects you to be truthful in any interviews or written communication. Information learned during the investigation may lead to disciplinary action against you.

I will be in contact with you in the future regarding this investigation. Should you have any questions you may contact your Commanding Officer through the chain of command or contact me at **(860) 757-4315**.

Ac Reflection Market Market Assistant Chief Rafael Medina III #L49

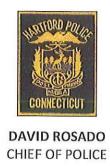
Assigned Investigator

CC: I-File #2018-021

11/6/18 hours pa



Hartford Police Department Division of Professional Standards Internal Affairs Unit



INTERNAL AFFAIRS INVESTIGATION INTERVIEW OF DEPARTMENT EMPLOYEE SUBJECT TO INVESTIGATION

Case Number:

2018-021

Employee:

Assistant Chief Jason C. Thody #D07

Employee Number:

943023/947901

Address:

253 High Street, Hartford, CT 06103

Position or Assignment:

Assistant Chief of Police

Date of Hire:

June 10, 1996 / August 1, 2018

Work Telephone:

860-757-4225

Date of Interview:

January 16, 2019

Time of interview: / 0/5 August

Place of Interview:

Internal Affairs Interview Room, 253 High Street, Hartford, CT

Name of Interviewer:

Assistant Chief Rafael Medina III #L49

Assignment of Interviewer:

Assistant Chief of Operations

Names of Another Person's Present:

Lieutenant Kevin O'Brien, Commanding Officer of Internal affairs

You are being interviewed as a **SUBJECT** of an internal affairs (IA) investigation.

You will be asked questions specifically directed toward explaining your actions or knowledge obtained while an employee of the Hartford Police Department. Failure to answer any question relating to your employment or fitness for duty may subject you to department charges.

Your statements and answers during this interview and any information or evidence gained by reason of such statements will not be used against you in any subsequent criminal proceeding.

However, your statements may be used against you in any subsequent administrative proceeding conducted by the department to determine a need to impose such discipline as may be appropriate. In addition, please be advised that any statements you make, which you know to be false, could result in further charges and discipline.

Do you understand what I have just read to you?

This interview is being recorded.

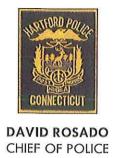
allegations that Assistant Chief Jason T. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018.

At the conclusion of any interview with an EMPLOYEE, the investigator should ask:

- Do you have any questions?
- Do you have anything to add that may not have been covered during the interview but will assist us to answer each and every allegation?
- Are you aware of any other persons who might be witnesses to the incident?



Hartford Police Department 253 High Street Hartford, Connecticut 06103 P: (860) 757-4000 www.hartford.gov/police



If you recall any specific facts relevant to the allegations after the interview is concluded, then you should contact the
investigator and advise him/her of this new information.

At the conclusion of any interview with an EMPLOYEE, the investigator should inform the employee:

- Whatever transpired during the interview is confidential during the investigative process, and you should not inform others
 of what transpired.
- You should not contact anyone involved in the investigation regarding issues under investigation, particularly the
 complainant, any civilian witnesses or any other agency employee.

This concludes the interview and you are hereby ordered not to discuss this investigation with any other persons other than your Union or legal representation or an uninvolved peer support person, without prior approval of Labor Relations, as requested through your commanding officer.

Time of conclusion of the interview:



Hours



HARTFORD POLICE DEPARTMENT

253 High Street
Hartford, Connecticut 06103
Telephone: (860) 757-4000
Fax: (860) 722-8270
www.hartford.gov



DAVID ROSADO Chief of Police

Internal Affairs Division

Garrity Interview Introduction IAD Case # 2018-021

Today's date is 1/16/19 and the time is _____ hours.

This interview is about IAD Case # 2018-021.

Being interviewed is Assistant Chief Jason C. Thody #D07.

Assistant Chief Jason C. Thody has decided not to have legal representation present for the interview.

I, Assistant Chief Rafael Medina III #L49, Commanding Officer of Field Operations for the Hartford Police Department, am conducting this interview. Assisting me with this interview is Lieutenant Kevin O'Brien, Commanding Officer of the Internal Affairs Division.

Assistant Chief Thody, you are aware that this is an administrative interview and your **Garrity Rights** apply? Int:

You are required to answer all Internal Affairs investigator's questions narrowly, directly and truthfully. If you refuse to answer the questions or fail to give truthful answers, you will be subject to disciplinary action up to and including dismissal. Do you understand these rights? Int:

Under the **Weingarten Ruling**, you have the right to Union Representation which you (have / have not) chosen for this case. Is this correct? Int:

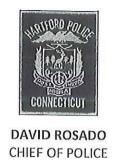
How long have you been a member of the Hartford police department? What is your current rank? 3. What are your duties as the assistant chief of admin and professional standards? Are you a certified instructor through POST? When did you become a certified instructor? To become a certified instructor, did you attend the Methods of Instruction training course? On October 16, 2018, were you called as a witness for the city of Hartford for the Lanza arbitration hearing? 8. Why did the city call you as a witness? B. Besides yourself, what other members of the department are certified instructors to teach fair & impartial policing? 10. During cross examination by HPU Attorney Segar, did Attorney Segar ask you how often have you instructed the modules for Fair & Impartial Policing to in-service audiences at the Hartford Police Department? M. What was your response? (510) 16. Have you taught it six times at the academy? 13. During questioning, did Attorney Segar show you a Training Trakker printout for the Fair & Impartial Policing training provided on February 23, 2016? 14. During questioning by Attorney Segar, did he show you a Review Training Credit form that indicated you taught Fair & Impartial Policing on February 23, 2016? 15. Did Attorney Segar specifically ask you, "It states, as does the Training Trakker, that you taught this class on 2/23/2016; is that correct? 16. What did you state? 10. Why did you state "yes?"

18. What was your understanding of the question asked? That you taught the class or that the

forms indicated that you taught the class?



Hartford Police Department
Division of Professional Standards
Internal Affairs Unit



Case Number: I-File #2018-021

Internal Affairs Investigation - Notice to Personnel

November 21, 2018

Officer Jeffrey Fish #185 City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Officer Fish,

An Internal Affairs Investigation has been initiated in which you have been identified as a witness. This investigation concerns allegations that Assistant Chief Jason C. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Since you have been identified as a witness, an interview needs to be scheduled. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. Please contact me so that a date and time can be arranged to conduct the interview. I can be reached at **O-860-757-4315**.

Assistant Chief Rafael Medina III #L49

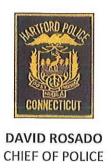
Assigned Investigator

CC: I-File #2018-021

11/31/18



Hartford Police Department Division of Professional Standards Internal Affairs Unit



Internal Affairs Investigation Interview of Department Employee (Witness)

Case Number:

I-File #2018-021

Employee:

Officer Jeffrey A. Fish

Employee Number:

945943

Address:

Hartford Police Department

253 High Street Hartford, CT 06105

Position or Assignment:

Instructor, Hartford Police Department, Police Academy

Date of Hire:

December 14, 2009

Work Telephone:

860-757-4420

Date of Interview:

January 23, 2019

Time of interview:

1250 Hours

Place of Interview:

Internal Affairs Interview Room, 253 High Street, Hartford, CT

Name of Interviewer:

Assistant Chief Rafael Medina III #L49

Assignment of Interviewer: Chief of Operations

Names of Other Persons Present:

Lieutenant Kevin O'Brien #165, Commanding Officer of the Internal Affairs Unit

You are being interviewed as a <u>WITNESS</u> of an internal affairs (IA) investigation.

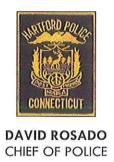
Since you are not the focus of the investigation, neither union representation nor an attorney needs to be present to represent you.

You are required to answer all questions pertaining to your actions, or knowledge obtained, while an employee of the Hartford Police Department. Failure to answer any question may subject you to departmental charges.

If at any time during this interview you feel that your answer might result in disciplinary action being taken against you, advise me and the interview will be suspended until union representation is obtained.



Hartford Police Department 253 High Street Hartford, Connecticut 06103 P: (860) 757-4000 www.hartford.gov/police



This investigation concerns:

allegations that Assistant Chief Jason T. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018.

At the conclusion of any interview with an EMPLOYEE, the investigator should ask:

- Do you have any questions?
- Do you have anything to add that may not have been covered during the interview but will assist us to answer each and every allegation?
- Are you aware of any other persons who might be witnesses to the incident?
- If you recall any specific facts relevant to the allegations after the interview is concluded, then you should contact the investigator and advise him/her of this new information.

At the conclusion of any interview with an *EMPLOYEE*, the investigator should inform the employee:

- Whatever transpired during the interview is confidential during the investigative process, and you should not inform others of what transpired.
- You should not contact anyone involved in the investigation regarding issues under investigation, particularly the complainant, any civilian witnesses or any other agency employee.

This concludes the interview and you are hereby ordered not to discuss this investigation with any other persons other than your Union or legal representation or an uninvolved peer support person, without prior approval of Labor Relations, as requested through your commanding officer.

Time of conclusion of the interview:

1309 Hours

Medina, Rafael

From:

O'Brien, Kevin

Sent:

Monday, November 26, 2018 11:09 AM

To:

Medina, Rafael

Subject:

FW: 2018-021

Chief-

Lieutenant Rea was served on 11/26/2018 at 0900 hours. Lieutenant Shelby was served on 11/26/2018 at 0915 hours.

Thank you

De Cy

From: O'Brien, Kevin

Sent: Wednesday, November 21, 2018 2:23 PM
To: 'Medina, Rafael' < Rafael. Medina@hartford.gov>

Subject: RE: 2018-021

Chief -

The following individuals have been served the witness notification form:

Ms. Perry-Ann Mendes – 11/21/18 @ 1220 hours

900 1100

Ms. Robin Johnson – 11/21/18 @ 1300 hours

Sergeant Michael Chauvin – 11/21/18 @ 1400 hours

- Sergeant Michael Anderson 11/21/18 @ 1400 hours
- Officer Luis Franco 11/21/18 @ 1400 hours
- Officer Jeffrey Fish 11/21/18 @ 1400 hours

At this time, I have not served Lieutenant Rea and Lieutenant Shelby.

Thank you,

Lieutenant Kevin O'Brien
Hartford Police Department
Internal Affairs Division
253 High Street, Hartford, CT 06103
(C) 860-571-1150
(O) 860-757-4138
obrik002@hartford.gov



From: Medina, Rafael [mailto:Rafael.Medina@hartford.gov]

Sent: Wednesday, November 21, 2018 11:12 AM **To:** O'Brien, Kevin < OBRIK002@hartford.gov>

Subject: 2018-021

LT

Attached is the witness IA notification letter. Please complete for the individuals discussed.

R/S

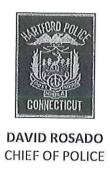
Rafael Medina III
Assistant Chief of Police
Hartford Police Department
253 High Street
Hartford, CT 06103
7: (860) 757-4315
3: (860) 462-2324



CONFIDENTIALITY NOTICE: If you have received this email in error, please immediately notify the sender by email at the address shown. This email transmission and any files transmitted with it may contain confidential information. This information is intended only for the use of the individual(s) or entity to which it is intended even if addressed incorrectly. You should not disseminate, distribute or copy this email. Please delete from your files if you are not the intended recipient.



Hartford Police Department
Division of Professional Standards
Internal Affairs Unit



Internal Affairs Investigation - Notice to Personnel

November 21, 2018

Robin Johnson City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Ms. Johnson,

An Internal Affairs Investigation has been initiated in which you have been identified as a witness. This investigation concerns allegations that Assistant Chief Jason C. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Since you have been identified as a witness, an interview needs to be scheduled. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. Please contact me so that a date and time can be arranged to conduct the interview. I can be reached at **O-860-757-4315**.

Assistant Chief Rafael Medina III #L49

Assigned Investigator

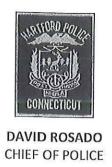
CC: I-File #2018-021

1310

Case Number: I-File #2018-021



Hartford Police Department
Division of Professional Standards
Internal Affairs Unit



Case Number: I-File #2018-021

Internal Affairs Investigation - Notice to Personnel

November 21, 2018

Sergeant Michael Chauvin #G59 City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Sergeant Chauvin,

An Internal Affairs Investigation has been initiated in which you have been identified as a witness. This investigation concerns allegations that Assistant Chief Jason C. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Since you have been identified as a witness, an interview needs to be scheduled. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. Please contact me so that a date and time can be arranged to conduct the interview. I can be reached at **O-860-757-4315**.

Assistant Chief Rafael Medina III #L49

Assigned Investigator

CC: I-File #2018-021

11/21/18



Hartford Police Department
Division of Professional Standards
Internal Affairs Unit



Case Number: I-File #2018-021

Internal Affairs Investigation - Notice to Personnel

November 21, 2018

Sergeant Michael Anderson #H93 City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Sergeant Anderson,

An Internal Affairs Investigation has been initiated in which you have been identified as a witness. This investigation concerns allegations that Assistant Chief Jason C. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Since you have been identified as a witness, an interview needs to be scheduled. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. Please contact me so that a date and time can be arranged to conduct the interview. I can be reached at **O-860-757-4315**.

Assistant Chief Rafael Medina III #L49

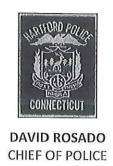
Assigned Investigator

CC: I-File #2018-021

11/21/13



Hartford Police Department
Division of Professional Standards
Internal Affairs Unit



Case Number: I-File #2018-021

Internal Affairs Investigation - Notice to Personnel

November 21, 2018

Lieutenant William Rea #H87 City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Lieutenant Rea,

An Internal Affairs Investigation has been initiated in which you have been identified as a witness. This investigation concerns allegations that Assistant Chief Jason C. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Since you have been identified as a witness, an interview needs to be scheduled. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. Please contact me so that a date and time can be arranged to conduct the interview. I can be reached at **O-860-757-4315**.

Assistant Chief Rafael Medina III #L49

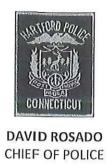
Assigned Investigator

CC: I-File #2018-021

11/26/13



Hartford Police Department
Division of Professional Standards
Internal Affairs Unit



Case Number: I-File #2018-021

Internal Affairs Investigation - Notice to Personnel

November 21, 2018

Lieutenant Robert Shelby #H89 City of Hartford Hartford Police Department 253 High Street Hartford, CT 06103

Lieutenant Shelby,

An Internal Affairs Investigation has been initiated in which you have been identified as a witness. This investigation concerns allegations that Assistant Chief Jason C. Thody willfully made false statements while testifying during an arbitration hearing on October 16, 2018. This letter serves as notification of the complaint.

Since you have been identified as a witness, an interview needs to be scheduled. Further you are hereby ordered not to discuss this investigation with any persons other than Union or legal representation, or an uninvolved peer support person. Please contact me so that a date and time can be arranged to conduct the interview. I can be reached at **O-860-757-4315**.

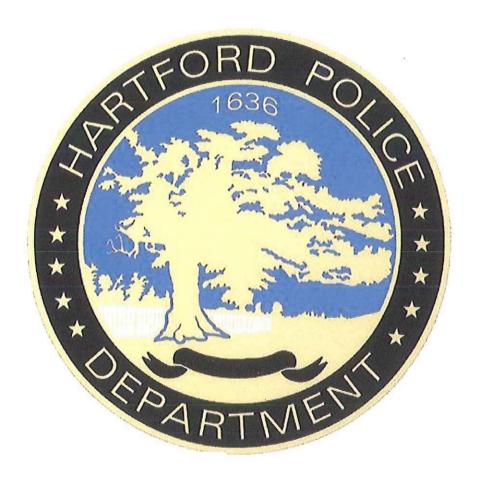
Assistant Chief Rafael Medina III #L49

Assigned Investigator

CC: I-File #2018-021

11/26/18

HARTFORD POLICE DEPARTMENT



I-File #2018-021

Assistant Chief Rafael Medina III L49

Assigned Investigator

Book #3



OFFICER:

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



POST ID#

RECERTIFICATION REQUIRES 60 HOURS

DEPARTMENT:

	(Last)	(First)	(MI))						
1 2002			MA	NDATORY H	OURS =	: 28				
Firea	rms Rape Crisis 9 2	Domestic Violence 2	Human Relations 3	Handling Juveniles	Po	lice and Law 7	Patrol Procedures 2	Gang Violence 1	Bigotry or Bias Crime	
l:			E	a :	I		A	1.5	1 1	
Elec	tive Hours = 32. Ma	aximum numbe	er of hours in	any single are	a is 16,	except	in area 3 whic	h is 24.		
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	(Minimum passir	ng firearms q	ualification	score= 80% of	a mini	mum 6	0 round POS	ΓC approved c	ourse)	
	CU	RRICULUM A	REAS (Spe	cific certificati	on are	as loca	ted on back o	f form)		
1	Criminal Justice		4	Human Relat			7	Supervision		
2	Police and the L Practical Skills	aw	5 6	Criminal Inve		ons	8 9	Management Executive		
					Course	Cource		LXCOULIVC	W.	
Area	1	Тор	olc			credit	Date	** Instructo	or Signature	
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200	2016 – 2017 Legal	Updates		, the s	6	6		TH	bel	
									0	
		2								
	**I am a curre	ntly certified	POSTC inst	tructor in each	of the	instruc	ctional areas	aught above		
	INSTRUCTO	R NAME (PRI	NT)	INST	RUCTO	R ID#	Е	XPIRATION D	ATE	
Attorn	ey Eric P. Daigle			1611			7/31/16			
credit hi Standar	m must be maintaine ours received. For a ds and Training Cou	udit purposes, ncil.	a copy of th	is form <u>must b</u>	e provid	<u>led</u> whe	n requested to	the Police Offi	cer	
In	s form must be si	igned by bo	th the offic	er receiving	trainin	g and	the departm	ents training	officer	
1	"I have read	the contents of	f this form an (S	<i>d attest that the</i> ignature and o	<i>informa</i> late)	ition pro	ovided is true an	d accurate."		
TRA	INING OFFICER		DATE		OFFICE	ER RECI	EIVING TRAIN	IING]	DATE	



OFFICER:

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



POST ID#

RECERTIFICATION REQUIRES 60 HOURS

DEPARTMENT:

		(Last)	(1 1151)	(IVII)						
	9	Rape Crisis	Domestic Violence 2	Human Relations 3	TORY HO Handling Juveniles 1	Pol the	ice and Law 7	Patrol Procedures 2	Gang Violence 1	Bigotry or Bias Crime
Elect	tive Ho	urs = 32. Max	kimum numbe	r of hours in any	single are	a is 16,	except	in area 3 which	ı is 24.	195%
Firea two l	ırms Q nours d	ualification pe of range for a	er GN 03-3. (E total of 9 hou	Each 3 hour clas Irs in the three y	s will con ear perio	sist of d)	one ho	ur classroom	time on use o	f force and
	(Min	imum passing	g firearms qu	alification score	e= 80% of	a mini	mum 60	round POST	C approved co	ourse)
		CUR	RRICULUM AI	REAS (Specific	certificati	on area	as locat	ed on back of	form)	
1 2 3	Poli	ninal Justice (ce and the La ctical Skills		5 Crin	nan Relati ninal Inve ol Proced	stigatio	ons	8	Supervision Management Executive	5
Area			Тор	ic	⁴ (Course (hrs.		Date	** Instructo	r Signature
200	2016	– 2017 Legal	Updates			6	6		A).ef
		,								
	*	*I am a currer	ntly certified	POSTC instructe	or in each	of the	instruc	tional areas ta	aught above	
		INSTRUCTOR	R NAME (PRI	NT)	INSTI	RUCTO	R ID#	E	(PIRATION DA	ATE
Attorn	ey Eric	P. Daigle			1611			7/31/16		
credit ho Standar	ours red ds and	Training Coun Training Coun must be sig	dit purposes, cil. gned by bot	cer by the police of a copy of this for he officer research	m must be eceiving t st that the	provid trainin informa	ed wher g and t	requested to	the Police Office	er
				(Signat	ure and c	late)				
TRA	INING	OFFICER		DATE	. (OFFICE	R RECE	EIVING TRAIN	NG D	DATE
0000 00										



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

OFFICER: (Last) (First) (MI)				ENT:	POST ID#	<u> </u>				
Firear	N % (U)	nestic Human ence Relatio 2	ons Juveniles] ·Po	= 28 olice and e Law 7	Patrol Procedures 2	Gang Violence 1	Bigotry or Bias Crimes 1		
Elect	Elective Hours = 32. Maximum number of hours in any single area is 16, except in area 3 which is 24.									
Firea range	Firearms Qualification per GN 03-3. (Each 3-hour class will consist of one-hour classroom time and two hours of range for a total of 9 hours in the three-year period)									
	(Minimum passing firea	ırms qualificatio	on score= 80% c	f a min	imum 60	round POST	C approved co	urse)		
			pecific certificat					*		
1 2 3	Criminal Justice System 4 Human Re Police and the Law 5 Criminal In Practical Skills 6 Patrol Pro				ions	Supervision Vlanagement Executive				
rea		Topic		Cours	e Course credit	Date	** In Arriet	or Sig ga ture		
200	Legal Updates		400000000000000000000000000000000000000	7	7		(II)	Signature		
	**I am a currently c	ertified POSTC	instructor in ea	ch of th	e instruct	tional areas t	aught above			
Eric [instructor nam Daigle	E (PRINT)	INȘT	RUCTO 1611	OR ID#	EXI	PIRATION DAT 07/31/2018	E		
creatt no	m must be maintained for e ours received. For audit pu ds and Training Council.	each officer by the rposes, a copy c	e police departm of this form <u>must</u>	ent's tra	ining office	er. It is docun	nentation of rev the Police Offic	iew training eer		

This form must be signed by both the officer receiving training and the departments training officer

I have read and signed this form and attest that the information provided herein is true and accurate to the best of my knowledge. I understand that intentionally making a false written statement that I do not believe to be true with the intent to mislead a public servant in the performance of their official functions on a form bearing this notice is rishable by law. False Statement in the 2nd degree, under Connecticut General Statute § 53a-157b, is a class A raisdemeanor.

Training Officer's Signature

Date

Officer Receiving Training Signature

Date

Legal Update Exam

1	. CGS 53a-196h "The sexting law" is a: a. Felony b. Misdemeanor
2.	. A family with special needs "FWSN" involves a child between and years old.
3.	With respect to Crowd Control and First Amendment protections officers should focus on which things? a. Content neutral time b. Place c. Manner restrictions d. All the above e. None of the above
4.	The Supreme Court affirmed a Federal Circuit's judgement holding that the free speech clause does not regulate government speech and that the government's own speech is exempted from first amendment scrutiny. a. True b. False
5.	When conducting a protective sweep during the arrest of a suspect officers must limit their search to where a person may be hiding. a. True b. False
6.	Officers can move a suspect to any area they want without justification and can then conduct a protective sweep. a. True b. False
7.	Once a protective sweep is completed and the area is secured officers can freely search the area without a warrant or another fourth amendment exception. a. True

Legal Update Exam

b. False

1.	CGS 53a-196h "The sexting law" is a: a. Felony b. Misdemeanor
2.	A family with special needs "FWSN" involves a child between and years old.
3.	With respect to Crowd Control and First Amendment protections officers should focus on which things? a. Content neutral time b. Place c. Manner restrictions d. All the above e. None of the above
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6.	Officers can move a suspect to any area they want without justification and can then conduct a protective sweep. a. True b. False
7.	Once a protective sweep is completed and the area is secured officers can freely search the area without a warrant or another fourth amendment exception. a. True

- 8. A" SWATTING" incident is now considered what class felony.
 a. Class A Felony
 b. Class B Felony
 c. Class C Felony
- 9. Stalking in a Domestic Violence case can now include the use of electronic or social
 - media methods. a. True
 - b. False
- 10. The intentional interference with a Blind, Deaf, or Mobility Impaired persons use of a guide or assistance dog is a
 - a. Felony
 - b. Misdemeanor
 - c. Verbal Warning

d. Class D Felony

d. Ticket

Legal Update Exam

1. CGS 53a-196h "The sexting law" is a:

a. Felony

old.

b. Misdemeanor

3	on which things?	d Control and First Amendment protections officers should focus
	a. Content neutr	al time
	b. Place	
	c. Manner restri	ctions
	d. All the above	
	e. None of the al	pove
4.	. The Supreme Court at clause does not regula exempted from first a a. True b. False	firmed a Federal Circuit's judgement holding that the free speech ate government speech and that the government's own speech is mendment scrutiny.
5.	When conducting a pr their search to where a. True b. False	otective sweep during the arrest of a suspect officers must limit a person may be hiding.
6.	Officers can move a su conduct a protective so a. True b. False	spect to any area they want without justification and can then weep.
7.	Once a protective sweethe area without a war a. True b. False	ep is completed and the area is secured officers can freely search rant or another fourth amendment exception.

2. A family with special needs "FWSN" involves a child between _____ and _____ years

- 8. A" SWATTING" incident is now considered what class felony.
 - a. Class A Felony
 - b. Class B Felony
 - c. Class C Felony
 - d. Class D Felony
- 9. Stalking in a Domestic Violence case can now include the use of electronic or social media methods.
 - a. True
 - b. False
- 10. The intentional interference with a Blind, Deaf, or Mobility Impaired persons use of a guide or assistance dog is a
 - a. Felony
 - b. Misdemeanor
 - c. Verbal Warning
 - d. Ticket



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

OFFICER:				DEPARTMENT:						POST ID#			
		(Last)	(First)	(MI)	(MI)								
				1/11/	NID A TA	ORY HO	IDC -	. 20					
Fiream	ms	Rape Crisis	Domestic	Human		andling		ice and	Patrol	Gang	Bigotry or		
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							1000			22	1892		
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		alification pe f range for a f						f one ho	ur classrooi	n time on use o	of force and		
	(Mini	mum passing	յ firearms գւ	ıalification	score=	80% of a	a mini	imum 60	oround POS	TC approved co	ourse)		
		CUR	RICULUM A	REAS (Spe	cific ce	rtificatio	n are	as locat	ed on back	of form)			
1	Crim	inal Justice S	System	4	Huma	n Relatio	ne		7	Supervision			
2		e and the La		5		nal Inves		one	8	Management			
3		tical Skills	•••	6		Procedi		0113	9	Executive			
		g g				С		Course	_	200 100 100	121 11		
rea	Conn	ootlant Liana	Top	DIC					Date		or Signature		
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209		f Force					2	2		M93			
213	Landi	ord Tennant					1	1		CMel	4		
	**	l am a currer	ntly certified	POSTC ins	tructor	in each	of the	e instruc	ctional areas	taught above			
		INSTRUCTOR	NAME (PRI	NT)		INSTE	ИСТ	OR ID#		EXPIRATION D	ATE		
Christe	ene Me		(10,1112)			ALCOHOLOGICA PARTY	30	JIV IDII	-	02/28/2018	, , , , , , , , , , , , , , , , , , ,		
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OFFICER:

(Last)

(First)

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



POST ID#

RECERTIFICATION REQUIRES 60 HOURS

(MI)

DEPARTMENT:

				MA	NDATORY I	iours :	= 28			
Firea	ms 9	Rape Crisis 2	Domestic Violence 2	Human Relations 3	Handling Juveniles 1	' 1	olice and e Law 7	Patrol Procedure 2	Gang Violence 1	Bigotry or Bias Crime 1
Elect	ive Ho	urs = 32. Max	dimum numbe	r of hours in	any single a	rea is 16	, except i	in area 3 whi	ch is 24.	
		ialification pe f range for a					f one ho	ur classroor	n time on use o	of force and
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1 2 3	Poli	ninal Justice S ce and the La stical Skills		4 5 6	Human Rel Criminal In Patrol Proc	vestigat	ions	7 8 9	Supervision Management Executive	
Area			Тор	ic			Course credit	Date	** Instruct	or Signature
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209 213		of Force lord Tennant				2	2 1		CTANA	لح
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		INSTRUCTOR	R NAME (PRI	NT)	INS	STRUCT	OR ID#		EXPIRATION D	ATE
	ene Me el Ande					2430 3135			02/28/2018 05/31/2019	
credit h Standa	ours red rds and	ceived. For au Training Cour	udit purposes, ncil.	a copy of th	is form must	be prov	ided whe	n requested	umentation of re	ficer
In	is torn			f this form an	id attest that t	he inforn		<u> </u>	ments training and accurate."	g officer
	, DIDIC	OPELOPP			ignature an		un pro	The second		D. 4 (1972)
TRA	AINING	OFFICER		DATE	·	OFFIC	EK KECI	EIVING TRA	INING	DATE



(Last)

Rape Crisis

(First)

Domestic

Violence

2

OFFICER:

Firearms

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



Bigotry or

Bias Crimes

POST ID#

Gang

Violence

RECERTIFICATION REQUIRES 60 HOURS

DEPARTMENT:

MANDATORY HOURS = 28

1

Police and

the Law

Patrol

Procedures

2

Handling

Juveniles

(MI)

Human

Relations

3

Elective Hours = 32. Maximum number of hours in any single area is 16, except in area 3 which is 24.

	rms Qualification per GN 03-3 e for a total of 9 hours in the t			sist of	one-ho	our classroom	ime and two ho	urs of		
	(Minimum passing firearms qualification score≒ 80% of a minimum 60 round POSTC approved course)									
	CURRICULUM AREAS (Specific certification areas located on back of form)									
1 2 3	Criminal Justice System . Police and the Law Practical Skills	 4 Human Relations 5 Criminal Investigations 6 Patrol Procedures 				8 1	Supervision Management Executive			
Aroa		Topic		Course hrs	Cours		** Instructor	Signature		
209	Use of Force	Торіс		1	1	Date	10000	poggg		
1										
	**I am a currently cert	ified POSTC inst	ructor in eac	h of th	e instr	uctional areas	taught above			
	INSTRUCTOR NAME ((PRINT)	INST	RUCTO	R ID#	EX	PIRATION DATE	-		
	Jonathan Youens	S		2989			8/31/2018			
					*					
credit Stand	orm must be maintained for each hours received. For audit purp lards and Training Council.	ooses, a copy of th	is form <u>must</u>	be prov	<u>ided</u> wl	hen requested to	o the Police Office	er		
	his form must be signed b									
my kn the int punish	read and signed this form an owledge. I understand that in tent to mislead a public servantable by law. False Statement meanor.	ntentionally makint in the perform	ing a false w ance of their e, under Con	ritten s officia necticu	tateme I funct t Gene	nt that I do not ions on a form ral Statute § 5.	t believe to be tru bearing this noti 3a-157b, is a clas	ue with ice is		
Trainin	g Officer's Signature	Date	Of	ficer Re	ceiving	Training Signatu	re Da	te		
DO0M.	0.50						Da	w 05/2017		

SCORD POL		Distribution	General Order Number			
	HARTFORD POLICE DEPARTMENT	ALL PERSONNEL	3.05			
	POLICY AND PROCEDURE	Original Issue Date	Reissue/Effective Date			
CONNECTICUT	GENERAL ORDER	04/27/18	05/07/18			
Order Title:		Accreditation Standard:	Section			
		POSTC: 1.14.3 3				
FORCE	NG AND INVESTIGATING	Section Title RULES OF CONDUCT				
Rescinds:		Sol Re				
		David Rosado	, Chief of Police			

This General Order is for departmental use only and does not apply in any criminal or civil proceeding. This General Order should not be construed as creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims. Violations of this General Order will only form the basis for departmental administrative sanctions. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting.

I. PURPOSE

The purpose of this policy is to provide officers and their supervisors with guidelines for reporting and investigating use of force incidents. In order to protect citizens and employees, the Hartford Police Department is committed to documenting and investigating all use of force incidents.

II. POLICY

The authority to use force carries with it the need for accountability in order to safeguard the rights of the public and preserve the integrity of the Hartford Police Department ("Department"), as well as the jurisdiction that provides this authority. As such, it is this Department's policy that officers report <u>ALL</u> use of force incidents in a timely, complete, and accurate manner, as prescribed by this policy. Any officer who uses force, is a witness to a use of force incident, or who authorizes conduct leading to the use of force incident, shall not be allowed to conduct the review/investigation.

III. DEFINITIONS

<u>Critical Firearm Discharge</u>: When an officer discharges a firearm. Range and training discharges, and discharges at animals, are not included under this section.

<u>Deadly force</u>: Any physical force that can reasonably be expected to cause death or serious physical injury. Officers must understand that lethal physical force is an extreme measure and shall only be used in accordance with the law and as stated in this policy.

<u>Force</u>: Any physical strike or instrumental contact with a person; any intentional attempted physical strike or instrumental contact that does not take effect; or any significant physical contact that restricts the movement of a person. The term includes: pointing of a firearm at a person, any critical firearm discharge, use of chemical agents, use of impact weapons, use of an



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

electronic control weapon (ECW), taking a subject to the ground, and any physical contact that includes control techniques. The term does not include escorting or handcuffing a person with minimal or no resistance. Use of force is lawful if it is **objectively reasonable** under the circumstances to effect an arrest, or protect the officer or another person.

<u>Hard Hand Control</u>: Impact oriented techniques that include knee strikes, elbow strikes, punches, and kicks. Control strikes are used to subdue a subject and include strikes to pressure points such as: the common peroneal nerve (side of the leg), radial nerve (top of the forearm), or brachial plexus origin (side of neck).

Harm: Injury inflicted upon a person, whether visible or not.

Non-Deadly force: Any use of force not intended to cause, nor likely to cause, death or serious bodily harm.

<u>Reportable Use of Force</u>: All force used above non-resistant compliant handcuffing, including the pointing of a firearm at a person and lasering a person with an ECW. Handcuffing individuals to objects is a reportable use of force.

Resisted Handcuffing: When a person actively resists being placed in handcuffs and the officers must use "soft hand controls" to gain compliance by forcibly moving the subject's wrists or arms, or to physically maneuver the subject's body so the handcuffs can be applied. The "resistance" may range from an active struggle to a person simply "locking" his/her arms to prevent compliant handcuffing. Conversely, "un-resisted (cooperative) handcuffing" occurs whenever the subject complies with the officer's verbal commands and/or un-resistingly allows the officers to position their arms in order to apply handcuffs, or the subject positions their arm as commanded for the application of handcuffs.

<u>Serious Bodily Injury</u>: Injury that causes death or creates a substantial risk of death, permanent harm to health, disfigurement, permanent loss of functions by any organ in the body, or results in treatment at a medical facility. Note: minor treatment such as eye-washing, cleansing, and bandaging; evaluation with no injury discovered; etc., will be evaluated on a case-by-case basis by a supervisor, and absent extenuating circumstances, may not be designated as serious bodily harm.

<u>Serious Use of Force</u>: Any action by an officer that involves: 1) the use of deadly force, including all critical firearm discharges; 2) a use of force in which the person suffers serious bodily injury, or requires hospital admission; 3) a canine bite; and 4) the use of chemical spray or electronic control weapon against a restrained person.

<u>Soft Hand Control</u>: The use of physical strength and skill in defensive tactics to control arrestees that are reluctant to be taken into custody and offer some degree of physical resistance. Such techniques are not impact-oriented and include pain compliance pressure points, takedowns, joint



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

locks, and simply grabbing a subject. Touching or escort holds may be appropriate for use against levels of passive physical resistance.

<u>Supervisor</u>: A supervisor includes personnel at the rank of Sergeant and above who are assigned responsibility for supervising officers of a lower rank.

<u>Weapon</u>: Any instrument, article or substance, including a vehicle, which, under the circumstances in which it is used, attempted to be used, or threatened to be used, is readily capable of causing death or other serious bodily injury.

IV. PROCEDURE

A. Force Levels

1. Level 1

- a. A firearm is intentionally pointed at a person or an ECW laser paints a person;
- b. A weaponless defense technique is applied to a vulnerable area, excluding strikes (e.g., hair grab, pressure to mastoid or jaw line; and shoulder muscle grab).
- c. An on-duty firearm discharge to dispatch an injured animal; or
- d. A weaponless defense technique control hold is applied:
 - 1) Escort (elbow);
 - 2) Twist lock;
 - 3) Arm-bar; or
 - 4) Bent-wrist.

NOTE: Un-resisted handcuffing is not considered a reportable use of force.

2. Level 2

- a. Chemical agent is applied to a person.
- b. The use of an ECW involving any of the following circumstances:



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

- When one or more probes impacts or penetrates the subject's clothing or skin;
- 2) When the drive-stun arc touches the subject's clothing or skin; or
- 3) An ECW is fired at a person, but misses.
- c. Any impact weapon, including specialty impact munitions, or any other instrument is used in an attempt to strike another person but no contact is made.
- d. The impact weapon is used for a non-striking purpose (e.g., prying limbs, moving, or controlling a person).
- e. A weaponless defense technique, other than control holds. Examples include:
 - 1) Hand/palm/elbow strikes;
 - 2) Kicks;
 - Leg sweeps; and
 - 4) Takedowns.
- f. An on-duty firearm discharge at an animal, other than to dispatch an injured animal.
- g. Any strike to the head, except for an intentional strike with an impact weapon.
- h. Chokehold or neck restraint that is applied that does not result in the loss of consciousness.
- Use of impact weapons, including specialty impact munitions or any other object, to strike a subject and contact is made, regardless of injury.
- A police canine bites the clothing or the skin of a subject, or otherwise injures a subject.
- k. Any use of force which results in injuries to the subject requiring emergency medical treatment (beyond first-aid) or hospital admittance.



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

4. Level 3

- a. Any use of force resulting in death.
- b. Any critical firearm discharge regardless of injury.
- c. Any force which creates a substantial risk of causing death.
- d. Any force which causes serious bodily injuries as identified in this policy.
- e. Any intentional impact weapon strike to the head.
- f. Any use of force investigation that is elevated to a Level 3 by a Sergeant or other supervisory personnel.

B. Referral/Transport for Medical Attention

- 1. Arresting and transporting officers shall ask prisoners, against whom force was used, whether they are injured or ill.
- 2. A suspect shall be examined by a physician or ambulance personnel prior to interrogation or prisoner processing for purposes of detention when suffering from, or complaining of, injury or illness. Officer shall consider the severity of potential injury to a subject after using force and should consider calling for a medical evaluation in cases including, but not limited to, when the individual:
 - a. Is struck on the head or other body parts with an impact weapon or other hard object;
 - b. Is restrained about the neck or throat;
 - c. Is sprayed with a chemical agent;
 - d. Is subject to an ECW application;
 - e. Is struck with any non-deadly weapon projectile such as an ECW dart, bean bags, pepper ball, or stingball; or
 - f. Is bitten by a police canine.
- 3. An injured prisoner shall not be admitted to, or held in, detention without being examined and released by a physician or ambulance personnel.



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

- a. Whenever there is doubt concerning the need for medical attention, it should be resolved through examination of the subject by a physician or ambulance personnel.
- b. Refusal of treatment shall be documented and verified by the officer and attending physician or ambulance personnel.

C. Officer's Responsibility for Reporting

- 1. Officers shall immediately notify their shift supervisor following any reportable use of force.
- Absent exigent circumstances, officers shall draw a case number, draw a use
 of force number, and complete a CIR and Use of Force Report immediately
 following all reportable uses of force.
 - When special circumstances exist, such as those incidents resulting in the death or serious injury of a person, the Chief of Police may grant an extension, on a case-by-case basis, and assign an alternate date and time for use of force reports to be completed and submitted.
- 3. The completed Use of Force Report form shall be submitted to the officer's shift supervisor prior to the officer's completion of his/her tour of duty. When completing the report, officers are also required to provide a written report (CIR or Supplement) explaining the details of the event. The following additional procedures shall apply:
 - a. Each officer who uses force shall submit a separate written Use of Force Report. The officer must articulate, in specific detail, the facts and circumstances surrounding the force used.
 - Any officer who witnesses a reportable use of force shall advise a shift supervisor, or appropriate commanding officer, and shall submit a supplemental report.
 - c. If more than one officer uses force on a single subject, each officer that uses force shall complete a Use of Force Report outlining their specific actions.

If an officer uses force on more than one subject, even <u>during the same</u> <u>event</u>, the officer shall complete one Use of Force Report form per subject.



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

- d. If an officer is unable to complete the report due to injury, the officer's immediate supervisor will complete it to the extent possible, by the end of that tour of duty.
- e. A reportable use of force shall be reviewed and investigated by a supervisor of a higher rank than the officer using force (the reporting officer).
- 4. All use of force reports shall specify the actions of the suspect that necessitated the use of force, the reasons why the officer(s) used force, as well as any suspect or officer complaints of injury, medical treatment received, or refusal of medical treatment.
- 5. The arresting officer shall notify transporting officers if force was used on the arrestee or if the arrestee has an injury or complains of pain.
- 6. Supervisors shall investigate any reportable use of force as directed in Section (D) of this policy.
- 7. Any officer(s) who engages in or witnesses a reportable use of force, but fails to notify a shift supervisor and/or fails to complete a use of force form or supplemental report as outlined by this policy, shall be subject to disciplinary action.
- 8. A supervisor who uses force, authorizes the use of force, authorizes conduct leading to the use of force, or is a witness to the use of force shall not be allowed to conduct the investigation.
- 9. Officers who are the subject of an allegation of excessive force shall immediately notify a shift supervisor so that they may initiate an investigation into the allegation(s) in accordance with applicable policies and procedures.

D. Supervisory Responsibilities

1. Level 1 Use of Force

- a. When notified of a Level 1 use of force, the shift supervisor shall do the following:
 - Respond to the scene and conduct an in-person evaluation of the officer and subject if the potential for injury exists (not to include pointing a firearm or lasering of an ECW).



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

- Obtain and review the completed Use of Force Report form and incident report from each officer prior to the end of the tour of duty;
- 3) Evaluate the basis for the use of force and determine whether the officer's actions were within Department policies;
- Fill out and sign the Supervisor's section of the Use of Force Report; and
- 5) Forward a copy of the signed completed Use of Force Report form and incident report to his/her commanding officer prior to the end of the tour of duty.
- b. The commanding officer shall review the Use of Force Report, incident report, and the supervisor's findings and:
 - 1) If necessary, return the report to the shift supervisor to correct any identified deficiencies; or
 - 2) Approve the report and forward it through the chain of command to the Chief for filing within 15 calendar days.
- c. Those in command review up to and including the Chief may in his or her discretion return the Level 1 use of force investigation to the supervisor for further review and investigation.

3. Level 2 Use of Force

- a. When notified of a Level 2 use of force, the supervisor shall:
 - 1) Immediately respond to and secure the scene;
 - 2) Conduct an in-person evaluation of the officer for injuries and insure that appropriate medical attention is provided;
 - Visibly inspect the subject(s) for injury, interview the subject for complaints of pain, and ensure that the subject receives needed medical attention;
 - 4) Document, as necessary, the scene of the incident;
 - 5) Photograph or have photographed all claimed or visible injuries, and all areas where the officer reports striking the



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

- subject. Photographs of the subject shall be taken even when there are no signs of injury;
- 6) Interview any physician or ambulance personnel concerning the injuries sustained and their consistency with uses of force reported;
- 7) Collect or cause to be collected all evidence of use of force;
- 8) Identify and interview witnesses other than officers as appropriate;
- Obtain, review, and evaluate the completed Use of Force Report form and incident reports from each officer prior to the end of the tour of duty;
- 10) Summarize his or her investigation and findings; and
- 11) Forward a copy of the signed and completed Use of Force Report form and investigative reports to the appropriate commanding officer prior to the end of the tour of duty.
- b. The commanding officer shall review the Use of Force Report, incident report, and the supervisor's findings and:
 - 1) If necessary, return the report to the shift supervisor to correct any identified deficiencies; or
 - 2) Approve the report and forward it through the chain of command to the Chief for filing within 15 calendar days.
- c. Those in command review up to and including the Chief may in his or her discretion return the Level 2 use of force investigation to the supervisor for further review and investigation.

4. Level 3 Use of Force

- a. In cases involving a Level 3 or a serious use of force as defined by this policy, the supervisor shall:
 - 1) Immediately respond to and secure the scene;
 - 2) Insure that officers and citizens receive appropriate medical attention;



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

- 3) Notification shall be made up the chain to the Chief of Police or his/her designee. The Chief of Police, or his/her designee, will decide as to whether the incident will be investigated in the field (for less serious incidents), or an Internal Affairs Division, Major Crimes Division, and/or Division of Criminal Justice investigation will be initiated.
- b. If the incident is to be investigated in the field, the supervisor shall:
 - 1) Follow all supervisory steps outlined in a Level 2 Use of Force;
 - Secure, or cause to be secured, all evidence of use of force for appropriate processing by the investigative units when applicable;
 - 3) Identify witnesses, both officer and civilian, and insure that they are segregated for interview by investigating units; and
 - 4) As soon as possible, secure the weapon(s) used by the involved officer(s).
- c. The supervisor, after being notified of a Level 3 officer involved shooting, shall follow the procedures set forth in General Order 3.11, Officer Involved Shooting.

E. Watch Commander and Division Lieutenant Responsibilities

- 1. Ensure that supervisors respond to the scenes of reportable use of force incidents as required.
- 2. When any on-duty or off-duty employee has been involved in a use of force incident which has resulted in death or serious injury to any perosn, the incident shall be immediately reported the Chief of Police, via the chain of command. This includes any incident where any firearm is accidentally or purposefully discharged which results in injury or death to any person.
- 3. Review Use of Force investigations submitted by the immediate supervisor, and:
 - a. Verify that all applicable Use of Force Report Forms and accompanying paperwork are properly completed, reviewed for accuracy, and submitted within the specified timelines;



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

- Ensure that the Use of Force Report Forms and accompanying paperwork were reviewed and signed by the immediate supervisor; and
- c. Verify that the use of force is reported accurately and completely.
 - Defficient reports shall be returned to the appropriate supervisor for correction, clarification, and additional investigative steps as needed.
- 4. Once the investigation is complete, determine the disposition for each allegation of use of force:
 - a. Justified, Within Department Policy a use of force is determined to be justified, and during the course of the incident the subject officers did not violate a Department policy;
 - b. Justified, Policy Violation a use of force is determined to be justified, but during the course of the incident the subject officers violated a Department policy;
 - c. Justified, Training Opportunity a use of force is determined to be justified, no Department policy violations occurred, but the investigation revealed tactical error(s) that could be addressed through non-disciplinary, tactical improvement training; or
 - d. Not Justified, Not within Department Policy a use of force is determined to be not justified, and during the course of the incident the subject officer violated Department policy.
- 5. The Lieutenant shall submit findings and conclusions through the chain of command to the Chief within fifteen (15) working days after receipt of the investigative case file.

F. Office of the Chief of Police

- 1. The appropriate Bureau/District Captain and/or Deputy Chief shall review the Use of Force Report to determine:
 - a. Whether the action was consitent with policy and procedure;
 - b. Whether the action warrants further administrative review/investigation; and



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

- c. Recommendations on equipment upgrades, training, and/or policy issues, if applicable.
- 2. The Chief of Police shall be informed of any incident that may not be consistent with policy and procedure or indicates the action warrants further administrative review/investigation.
- 3. The Chief shall hold supervisors accountable for the quality and timelieness of their reviews and investigations.
- 4. Appropriate non-disciplinary corrective action and/or disciplinary action will be taken when a supervisor fails to conduct a timely and thorough investigation, neglects to recommend appropriate corrective action, or neglects to implement appropriate corrective action.

G. Raid and Warrant Situations

- 1. Each officer who uses force will fill out a separate reportable Use of Force Report form including the pointing of firearms at subjects during raids, or execution of search and/or arrest warrants.
 - a. When pointing a firearm during these operations, an individual use of force number and use of force form shall be completed for each subject that had a firearm pointed at them or was painted by a taser. Additional officers pointing or painting will not be required to complete an additional use of force form.

Example: If officer #1 entered a bedroom and pointed his/her firearm at a subject, he/she would be responsible for pulling a use of force number and completing a use of force form. If in the same scenario, operator #1 then had operator #2 assist by holding the subject at gunpoint while operator #1 secured and/or searched the subject, operator #2 would not have to pull an additional use of force number and would not have to complete an additional use of force form for his/her actions.

NOTE: This is only for pointing a firearm and painting subjects with a taser. Any other use of force beyond un-resisted handcuffing will require separate use of force numbers and separate use of force forms for each officer that takes such action.

b. Officers are advised that the reportable use of force report does not take the place of, or substitute for, the completion of an Incident



REPORTING AND INVESTIGATING FORCE

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EFFECTIVE:

Report. An incident report shall be prepared and the incident report number must be included in the Use of Force Report Form.

c. The use of force investigations shall be conducted in accordance with and pursuant to applicable Department policies.

H. Training

The Department shall coordinate and review all use of force policies and training to ensure quality, consistency, and compliance with applicable law and Department policy. The Department shall provide the appropriate training that will enhance the abilities of supervisors to conduct effective, complete, and thorough use of force investigations.

I. Annual Report Review

The Deputy Chief of Professional Standards is responsible for conducting an annual review of all Use of Force Reports and providing the Chief of Police with the findings of the review.



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

OFFI	CER: (Last)	(First)		EPARTMEN	T:	HARTFO	RD POLICE D	EPT. POST I	D#
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Electi	ive Hours = 32. Max	imum number	of hours in any	single area	is 16,	except i	in area 3 whi	ich is 24.	
Firear	rms Qualification pe ours of range for a	er GN 03-3. (Ea	ach 3 hour cla	ss will cons	ist of				e of force and
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credit ho Standar	This form must be maintained for each officer by the police department's training officer. It is documentation of review training predit hours received. For audit purposes, a copy of this form must be provided when requested to the Police Officer Standards and Training Council. This form must be signed by both the officer receiving training and the departments training officer								
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POSTC-50-B

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



Rev. 05/2017

FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFIC	ER:						DEF	PARTMEI	NT: F	lartford			Р	OST	ID#	
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Date:_	Name:
1.	According to HPD Police & Procedure 3.01, an officer must give verbal warning of their intent to use deadly physical force
	a. True
	b. False
2.	Describe when deadly physical force can be used against and individual?
3.	What is the landmark Supreme Court decision cited in HPD 3.01?
4.	Anytime you are about to engage a suspect at night or in reduced light you must have?
	a. Flashlight
	b. Alternate lighting source
	c. Firearm
	d. Positive target identification
	e. All the above
5.	Officers may use firearms to shoot any animal injured or not with supervisors permission
	a. True
	b. False
6.	Amust be completed in order to obtain permission to carry a handgun (other than issued) off
	duty.
7.	Qualifying with an off duty handgun is required
	a. True
	b. False
8.	Name two conditions officers can expect with confronted with low light / no light conditions
	1
	2
9.	Name the two types of neurotransmitters which are responsible for vision
	<u>1</u>
	2
10.	The psychological principle which states that when more than one response is trained for any given stimulus the conscious mind must evaluate the given stimulus, and decide which response it should chose is known as

Date:	Ansum Key Name:
1.	According to HPD Police & Procedure 3.01, an officer must give verbal warning of their intent to use deadly physical force a. True b. False
2.	Defend office or third person from the immiget threat of deally person. Or spring physical injury
3.	What is the landmark Supreme Court decision cited in HPD 3.01?
4.	 Anytime you are about to engage a suspect at night or in reduced light you must have? a. Flashlight b. Alternate lighting source c. Firearm d. Positive target identification e. All the above
5.	Officers may use firearms to shoot any animal injured or not with supervisors permission a. True b. False
6.	A Form 15 must be completed in order to obtain permission to carry a handgun (other than issued) off duty.
7.	Qualifying with an off duty handgun is required a. True b. False
8.	Name two conditions officers can expect with confronted with low light / no light conditions 1. Inability to see daylight 55ht 12-che 2. Inability to see Advariants

10. The psychological principle which states that when more than one response is trained for any given stimulus the conscious mind must evaluate the given stimulus, and decide which response it should chose is known as

1

9. Name the two types of neurotransmitters which are responsible for vision

	HARTFORD POLICE DI POLICY AND PROC GENERAL ORI	CEDURE	EFFECTIVE DATE: 01/30/07 ISSUANCE DATE: 01/30/07	ORDER NUMBER: 3-7 PAGE: 1 of 2
		·	REFERENCE:	RESCINDS:
CARR	YING OFF-DUTY HAND	GUNS	CGS 29-35, Cintron vs. Vaughan Consent Decree	GO 8-3 of 12/23/84
	t g	·	CHIEF'S SIG	J:

I. PURPOSE:

This order establishes the policy and procedure relative to officers carrying handguns when off-duty.

II. POLICY:

- At their option, sworn members of the Hartford Police Department are authorized to carry their department issued service .45-caliber handgun while in an off-duty capacity.
- Sworn members may seek authorization to carry a privately owned handgun in an off-duty capacity from the Chief of Police for any handgun that is a variance (e.g. shorter barrel length, modified grip, etc...) of the department issued .45-caliber handgun or any handgun that does not exceed a .45 caliber ACP.
- Off-duty officers carrying handguns, other than those authorized by the Department, do so as private citizens.
- Officers carrying handguns off-duty in their capacity as sworn members of the Department shall be bound by all Departmental orders/regulations regarding the carrying and/or discharging of firearms.

III. PROCEDURES:

- Officers desiring Department authorization to carry privately owned handgun(s) off-duty shall:
 - 1. Submit a Form 15, "Authorization to Carry an Off-duty Handgun" request form, to the Chief of Police.
 - 2. Once approved by the Chief of Police, submit the handgun(s) in question to the Hartford Police Range Master for inspection.
 - 3. Successfully complete a sixty (60) round POSTC approved qualification course with the handgun utilizing ammunition supplied by the officer.
 - 4. Retain a copy of the "Authorization to Carry an Off-duty Handgun" request Form #15.

B. The Hartford Police Range Master shall:

1. Receive and verify all submitted "Authorization to Carry an Off-duty Handgun" request Form #15 authorized by the Chief of Police.



Hartford Police Department Firearms Training Unit Authorization to Garry an Off-duty Handgun



Section I - Request to Carry I, _____, a sworn member of the Hartford Police Department, respectfully request authorization to carry the following private-owned handgun offduty: Make _____ Model ____ Caliber ____ Serial Number _____ Finish ____ Sights _____ Initial Chief of Police Approval: () Yes () No By: _____ Chief of Police Section II - Proficiency Test The applicant who's signature appears on this form has personally appeared before me at the Police Range and () has () has not demonstrated the proficiency required in the use of the firearm listed above in Section I. Date of Certification: _____ Certified By: ___ Hartford Police Range Master Comments: Section III - Chief's Authorization As indicated in sections I and II above, authorization for the above listed member to carry the above listed firearm in an off-duty capacity is hereby () approved () denied pursuant to the Hartford Police Department Policy & Procedure. Date Chief of Police Distribution: HPD Range Master - Original

Distribution: HPD Range Master – Origina

Personnel – copy Chief of Police – copy

Officer - copy

SOLVEDICIT	HARTFORD POLICE DEPARTMENT POLICY AND PROCEDURE GENERAL ORDER	EFFECTIVE DATE: 01/30/07 ISSUANCE DATE: 01/30/07	ORDER NUMBER: 3-7 PAGE: 1 of 2
CARR	YING OFF-DUTY HANDGUNS	REFERENCE: CGS 29-35, Cintron vs. Vaughan Consent Decree	RESCINDS: GO 8-3 of 12/23/84
		CHIEF'S SIG Daryl K. Roberts, G	

I. PURPOSE: :

This order establishes the policy and procedure relative to officers carrying handguns when off-duty.

II. POLICY:

- At their option, sworn members of the Hartford Police Department are authorized to carry their department issued service .45-caliber handgun while in an off-duty capacity.
- Sworn members may seek authorization to carry a privately owned handgun in an off-duty capacity from the Chief of Police for any handgun that is a variance (e.g. shorter barrel length, modified grip, etc...) of the department issued .45caliber handgun or any handgun that does not exceed a .45 caliber ACP.
- Off-duty officers carrying handguns, other than those authorized by the Department, do so as private citizens.
- Officers carrying handguns off-duty in their capacity as sworn members of the Department shall be bound by all Departmental orders/regulations regarding the carrying and/or discharging of firearms.

III. PROCEDURES:

- A. Officers desiring Department authorization to carry privately owned handgun(s) off-duty shall:
 - 1. Submit a Form 15, "Authorization to Carry an Off-duty Handgun" request form, to the Chief of Police.
 - 2. Once approved by the Chief of Police, submit the handgun(s) in question to the Hartford Police Range Master for inspection.
 - 3. Successfully complete a sixty (60) round POSTC approved qualification course with the handgun utilizing ammunition supplied by the officer.
 - 4. Retain a copy of the "Authorization to Carry an Off-duty Handgun" request Form #15.

B. The Hartford Police Range Master shall:

1. Receive and verify all submitted "Authorization to Carry an Off-duty Handgun" request Form #15 authorized by the Chief of Police.



GENERAL ORDER

3-7

CARRYING OFF-DUTY HANDGUNS

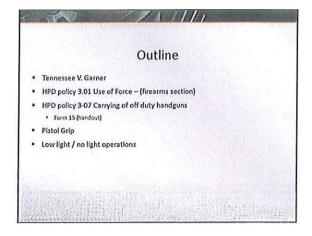
PAGE 2 of 2

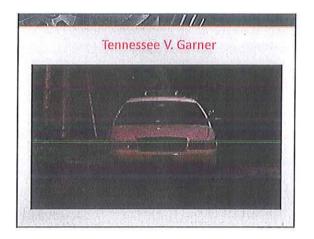
EFFECTIVE:

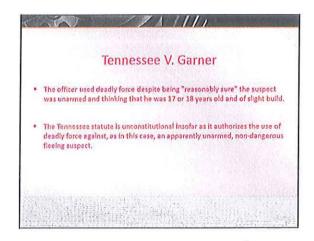
01/30/07

- 2. Arrange for and perform inspections of privately owned handguns for which officers request authorization to carry off-duty.
- 3. Administer a POSTC authorized (60) sixty round qualification course for each privately owned handgun that the Chief of Police has approved.
- 4. Return the completed "Authorization to Carry Off-Duty Handgun" request Form #15 with results/recommendations to the Chief of Police.
- 5. Once reviewed by the Chief of Police:
 - Retain a copy of all returned "Authorization to Carry Off-Duty Handgun" request forms, and
 - b. Forward a copy to the requesting officer.
 - c. Maintain a file of all completed request forms received from the Chief of Police.









Tennessee V. Garner

Apprehension by the use of deadly force is a seizure subject to the Fourth Amendment's reasonableness requirement.

While burglary is a serious crime, the officer in this case could not reasonably have believed that the suspect - young, slight, and unarmed posed any threat. Nor does the fact that an unarmed suspect has broken into a dwelling at night automatically mean he is dangerous.

The Hartford Police Department Firearms
Guidelines, Order # 1-20, has been rescinded
and replaced by 3.01

Note: Information to follow is NOT all encompassing of the
new policy, but focused on the firearms portion.
Personnel are strongly advised to read the new policy in
it's entirety.

Policy:

* The main responsibility of Department offices is to protect the life and property of chilians. In
compliance with applicable law, offices shall use only the amount of force necessary and
reasonable to accomplish harded legicities and to endured a sturbine, effect an arrest,
overcome resistance to arrest, or defend themselves or eithers from harm. When here it
resistance exerted, or the immediate the variet to the officer or eithers. There is a compelling
public interest that officers suborized to exercise the use of force do so in an objectively
reasonable manner and in a way that does not violate the old rights guaranteed by our
Contribution and applicable law. Officers who use excessive or respectively from granteed to confidence of the community at the violation of the department's ability to provide effective law enforcement services to
the community.

Policy 3.01, Section III Definitions

71/1/1

- <u>Authorized Weapons:</u> Weapons that meet Department specifications and that officers are permitted to carry, and for which officers successfully complete proficiency and safety training.
- <u>Critical Firearm Discharge</u>: A discharge of a firearm by a Hartford Police
 Department officer to the extent such discharges are authorized under this
 policy (See General Order 3.07, Firearms Policy.) Range and training
 discharges, and discharges at animals are not included under this section.
- <u>Deadly Force:</u> Any physical force that can reasonably be expected to cause
 death or serious physical injury. Officers must understand that deadly
 physical force is an extreme measure and should only be used in
 accordance with the law and as stated in this policy.

Policy 3.01, Section III Definitions con't

- Force: Any physical strike or instrumental contact with a person; any intentional attempted physical strike or instrumental contact that does not take effect; or any significant physical contact that restricts the movement of a person. The term includes: alming of a firearm, discharge of a firearm, use of chemical agents, use of impact weapons, use of an electronic control weapon (ECW), taking a subject to the ground, and any physical contact that includes control techniques. The term does not include escorting or handcuffing a person with minimal or no resistance. Use of force is lawful if it is objectively reasonable under the circumstances to effect an arrest, or protect the officer or another person.
- Great Bodily Harm/Serious Physical Injury: Serious bodily injury that creates a substantial risk of death, causes serious or permanent disfigurement, or results in long-term loss or impairment of the functioning of any bodily member or organ

Policy 3.01, Section III Definitions con't

71 1111

- ImminentThreat: An officer's reasonable perception of impending danger, death, or serious injury from any action or outcome that may occur during an encounter. A subject may pose an imminent or impending threat even if he or she is not pointing a weapon at the efficer but has, for example, a weapon within reach, is running for cover carrying a weapon, or running to a place where the officer has reason to believe a weapon is available.
- evaluable.

 **Discrively Reasonable Force: The degree of force used in effecting an arrest, investigatory stop, or other seiture is evaluated by using an objective, reasonable police officer standard. The reasonableness of each particular use of force will be judged from the perspective of a reasonable officer on the scene, based on the facts and circumstances shown to and confronting the officer at the time. [See, Graham v. Connor, 490 US 338 (1959.)] In determining the appropriate level of force to be used, officers shall evaluate each situation in light of the unique facts and circumstances of each ease. Those factors include, but are not limited to, the seriousness of the crime or suspected offices; the level of threat or resistance presented by the subject; the risk or apparent attempt by the subject to escape; and whether the subject was posing an imminent threat to officers or others.

Policy 3.01, Section IV Procedures

Z/A ////

- General
 - 1. Officers shall use advisements, warnings, verbal persuasion, and verbal instructions whenever possible, before resorting to force.
 - 2. Force shall be de-escalated immediately as resistance decreases.
 - 3. When feasible based on the circumstances, officers will use disengagements; area containment; surveillance; waiting on a subject; summoning additional units; and/or calling in specialized units, in order to reduce the need for force and thereby increase offices, suspect, and civilian safety.
 - 4. Officers shall allow individuals time to submit to arrest before force is used, whenever possible.

Policy 3.01, Section IV Procedures

7/1///

- Verbal Warning
 - When tactically feasible, an officer will identify him/herself as a police officer and issue
 verbal commands and warnings prior to the use of force. When feasible, an officer will
 allow the subject an opportunity to comply with the officer's verbal commands. A verbal
 warning is not required in circumstances where the officer must make a split-second
 decision, or if the officer reasonably believes that issuing the warning would place the
 safety of the officer or others in Jeopardy.

Policy 3.01, Section IV Procedures When you CAN use deadly force

Use of Deadly Force In Defense of Human Life

ZZ ZZ 11111

- An officer is justified in using deadly physical force only when he or she reasonably believes such force is necessary to:
 - 1. Defend the officer, or a third person, from the imminent threat of death or serious physical Injury.
 - Officet an arrest or prevent the escape from custody of a person whom they reasonably believe has
 committed or attempted to economic affects whoshing the infliction of the statement believes the
 probability or death, AND the officer aerunding believes the person statement poses a significant extension as previous physical believes to the penson. Where leastful, the officer should
 give mixing of the heart to see adopt physical from.

See, Tennester w Garnet, 471 US.1. 85 (1815). The United States Supreme Court ruled that the tare of deadly force to prevent the escape of a suspected ficho violates the Fourth Amendment prohibition against increasonable solars. If see against an apparently unmend, now-locket suspect the case incheded a burglary suspect). The supreme Court further stated that deadly from may be used against an offender who has attempted or committed an efficience locking the influction or threatment influction of greatment influction of protections. The state of the committed an efficience incheding the influction or threatment influction of greatment influence of greatment of the united States Supreme Court fockship work on the state that when man officer is justified in the use of deathy force he will, if faulthis, first give a workal working. (Example: "Folice Officer, Mait").

Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force

30 71/1/1

- Warning Shots Prohibited
 - Officers are prohibited from discharging their firearms as a means of warning or frightening a person, or sounding a call for assistance.
- · Shooting at or from Moving Vehicles
 - Officers are prohibited from discharging their firearms at or from a moving vehicle, motorcycle, or bloycle (collectively, "moving vehicle") unless officers reasonably believe deadly forces in necessary to delend the officer or a third person from the use, or imminent use, of deadly force, for purposes of this policy, officers will not discharge their firearms at moving vehicles except under extreme circumstances. Such discharges will be rigorously sorutinited.

Officers shall, as a rule, avoid tactics that could place them in a position where a vahida could be used against them. When confronted with an encoming, moving vehicle, officers must attempt to move out of its pith and should generally avoid placing themselves in situations where the use of deadly force is more lizely.

Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force

71/11/1

- Risk to Innocent Bystanders
 - When officers are about to discharge their frearms they should be aware of their field of fire, including the backdrop, so as to avoid creating an unnecessary, substantial risk of harm to innocent persons. Officers are prohibited from discharging their firearms when, based on the totality of the circumstances, discharging a firearm would constitute a greater risk to innocent human life than the subject's actions, (i.e. discharging a firearm into a crowd, or shooting into a building or through a wall, where the subject is not clearly identified and it is unknown if there are other occupants present.)
- Pointing Weapons (TAKE SPECIAL NOTE)
 - Offices are prohibited from pointing their firearms at or in the direction of a person, absent an objectively reasonable determination that the situation may escalate to the point where deally force would be authorized under this policy. When it is determined that the use of deadly force loss not necessary, officers shall, as soon as practicable, secure or holster their firearms, life the policy of this bepeartment that drawing a firearm and pointing it at a person is considered a use of force and must be documented as such.

Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force

71/1/1

- Use of Firearm to Destroy Animals
 - Officers may use deadly force against an animal that represents a threat to the officer or to public safety.
 - Deadly force is also authorized as a humanitarian measure, where an animal is so seriously injured or ill that humaneness demands its immediate removal from further suffering.
 - Every effort should be made to obtain assistance from the Animal Control Officers, Connectious Department of Energy & Environmental Protection (DEEP), or Connectious Humane Society to remove an animal that is badly liqued or sick and only when such assistance is not evailable should Firearms be used to remove it from further suffering.

Whenever possible, officers should first seek the authorization of their supervisor and, whenever practical, authorization from the animal's owner.

Policy 3,01, Section IV Procedures PROHIBITED / Restrictions of deadly force

Use of Department Weapons for Training and Other Purposes

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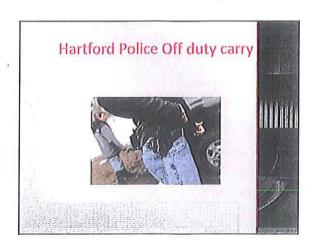
- Officers may discharge their firearms for the purpose of practice, firearms training, when
 on the police range or other established shooting ranges, or when authorized by the
 Chief of felice to participate in law enforcement competition events.
- Use of Firearms While Under the Influence of Alcohol and/or Drugs
 - Officers shall not carry or use any firearms or weapons while impaired by alcohol, drugs, or any other medical condition that might interfere with their judgment or proficiency.

Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force

Security, Storage, and Safe Handling of Firearms

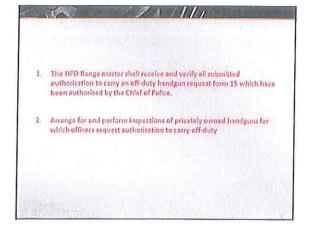
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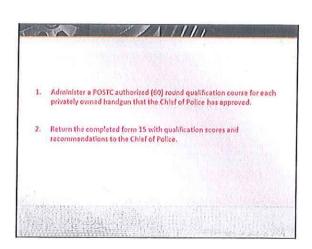
- Officers shall be trained in accordance with Department guidelines, and shall obey all
 safety rules when handling any ficearm or any other weapon. No person other than
 Hartford Police Department Officers shall be permitted access to any Department-owned
 Freatm, with the exception of police officers from other jurisdictions In the official
 performance of their duty, for repair or maintenance as approved by the Department; or
 other circumstances with the express permission of the Chief of Police.
- Officers will secure and store firearms, both on and off duty, in such a way as to ensure
 that no unauthorized person will knye access to or gain control over the firearm. All
 Department firearms kept at home must be secured in a safe place, inaccessible to family
 members, especially disiden.
- Whenever an officer is in the Department and removes his/her handgun or other weapon, the item must not be left in the open and must be secured so that it is not readily accessible to obtinan, suspects, victims, or witnesses.

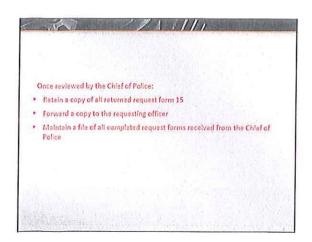


Carrying Off-Duty Weapons Officers carrying off-duty handguns, other than those authorized by the Department, do so as private citizens. Officers carrying handguns off-duty in their capacity as a sworn member of the Hartford Police Department are bound by all HPD firearms guidelines.

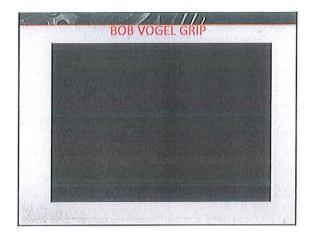
Procedures 1. Submit a form 15, authorization to carry an off duty handgun request form to Chief of Police. 2. Once approved by the Chief, submit the handgun to the HPD Range master for Inspection (function check) 3. Complete a (60) round qualification course use ammunition provided by the officer 4. Retain a copy of the authorization to carry an off-duty handgun request form 15

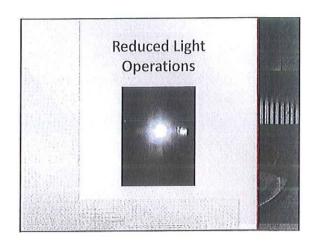


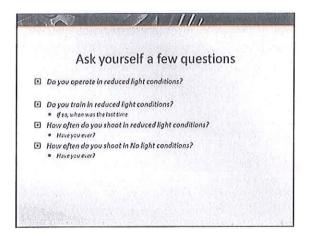


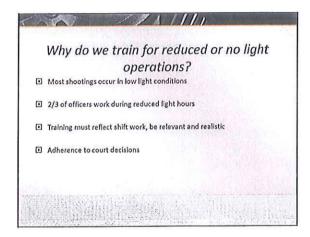












What can we expect in reduced light conditions?

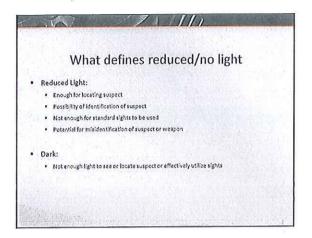
Inability to see daylight sight picture

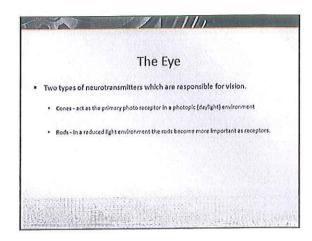
Inability to see adversaries

Insufficient light to see surroundings

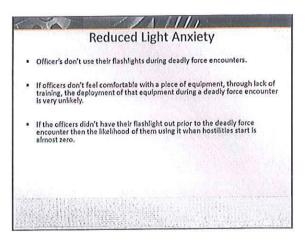
Movement from/to cover could be reduced, impossible or impractical



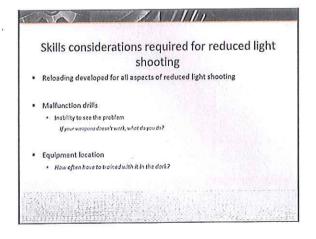




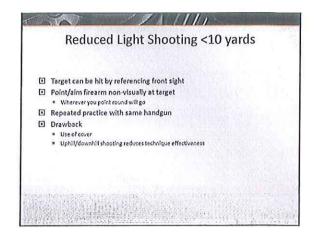
Reduced Light Anxiety Reduced Light Anxiety: The increasing feeling of unessiness that an officer has by entering a reduced light environment. In low light, what can we perceive?



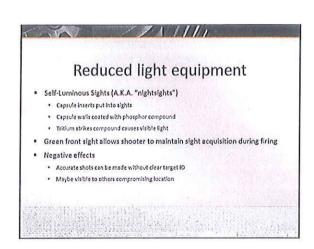
Reduced Light Combat Challenges 1. Temporary Night Blindness 2. Trigger affirmation 3. Muzzle Searching 4. Cognitive Interpolation



Skills considerations required for reduced light shooting Visual communication reduced between officers. Actions must be known to avoid accidents Proper target identification



Reduced Light Shooting beyond10 yards Use of handgun sights necessary Backlighting – two hand hold Almat fight source to acquire sight alignment Turret body to cover on target Utilitie cover Darkness provides concealment If your in the dark STAY THERE Movement from lighted area to darkness Illuminate darkened area as much as possible before exposing yourself



Reduced light equipment Flashlights Powerful white light illumination Small enough to be carried all the time Switch that allows for rapid on and off Dependability Blinding effect Drawbacks Must clear cover along with muzzle prior to engagement

Reduced light combat techniques Always have two flashlights Do not shine your light directly at an object or directly in front of you Use proper cover even in the dark Make room entry from well lit hallways into darkened rooms quickly and with an entry technique that puts you away from a direct line with the door such as a button hook entry or criss cross method.

Reduced light combat techniques continued

- Move to your suspects flank and protect yours.
- Do not cross open areas unless no alternative route is available.
- Move in the shadows. Remember, don't believe the darkness hides you
- Use high intensity flashlights with beams that will have a blinding effect on an adversary even in the daytime.
 - Blind them and then move laterally, to their dead side. ALWAYS MAKE SURE TO MOVE LATERALLY AFTER EACH FLASH OF YOUR LIGHT.

Reduces light combat techniques continued

- Discriminatory or seemingly random use of flashlight flashes will confuse opponent as to your location, focal point and direction of travel.
- Practice correcting stoppages, malfunctions, and reloading in partial or total darkness.
- Target discrimination and identification become more important during low light
- You may even have to aim by muzzle flash alone if no ambient light or flashlight is available or tactically sound.
- Always positively identify your target prior to engaging.
- A flashlight with high illumination may be used to drive a suspect into a specific area for greater control over his access to escape and so that the officer maintains a superior tactical

Reduces light combat techniques continued

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- If flashlight use is necessary for extended period of time attempt to use a red lens cover to reduce elimination of night vision ability.
- Know where all your team members are when conducting a search with other officers.
- Close doors to the rooms already searched to give you an audible warning if a suspect is moving into that area and reduce back lighting.
- When entering a room your flashlight isn't turned on prior to fully entering the room and then only to scan your sector of fire
 Entry should still be made with flashlights off and weapons aimed at clearing the Dead Corner (Long Corner) first, than a
- Never backlight a partner prior to entering a room.

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Reduced light combat techniques continued

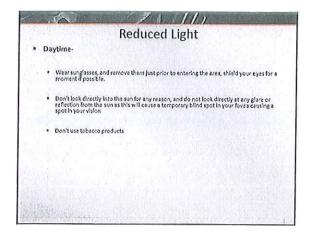
- Shadows can still conceal an adversary unless you point the light beam directly into the area.
- Maintain sure footing when walking by putting either the toe or side of your foot down first to eliminate unnecessary noise and ensure proper footing on solid surface.
- Maintain noise discipline during your movement and try to cover or conceal any shiny gear you may have exposed
- If faced with a blinding flash of light close one eye to protect your own night vision ability. This will allow your other eye to remain dilated and not bleach the rhodopsin in that eye.

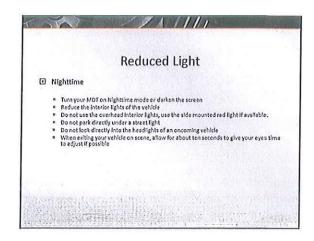
Reduced light combat techniques continued

- If forced into operating in a reduced light environment, always attempt to approach from the dark side. Work your way from the dark towards the light
- If you have no other choice but to work from a well lit environment towards a darkened one attempt to keep to the shadows
 - change lines of movement by zig zagging to prevent accurate targeting by suspect
 - close one eye for a short period of time or veil your vision for a few moments prior to entering to help prevent some temporary night blindness.
- Focus high intensity light beams into all possible suspect locations, darkened doorways, closets, etc...

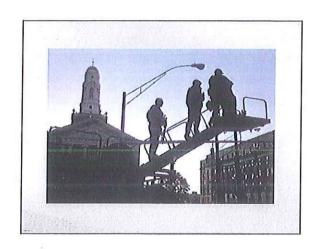
Reduced light combat techniques continued

- Consider grounding a light focused on the most likely suspect location and use a second light to approach from a different angle.
- ALWAYS Increase the reactionary gap in reduced light operation
- Bounce your light beam around objects and scan for shadows, (especially off tile floors)
- Use off center targeting during reduced light operations
 - If not possible due to tactical reasons to deploy a flashlight.





Always train with ONE technique Hicks Law - Basic psychological principle which states that when more than one response is trained for any given stimulus the conscious mind must evaluate the given stimulus, and decide which response it should chose. This produces indecision and hesitation during armed conflicts which results in poor, and life threatening performance.



CONNECTICUT	HARTFORD POLICE DEPARTMENT POLICY AND PROCEDURE GENERAL ORDER	EFFECTIVE DATE: 01/30/07 ISSUANCE DATE: 01/30/07	ORDER NUMBER: 3-7 PAGE: 1 of 2
CARR	YING OFF-DUTY HANDGUNS	REFERENCE: CGS 29-35, Cintron vs. Vaughan Consent Decree	RESCINDS: GO 8-3 of 12/23/84
	2 2 20 4 20 4	CHIEF'S SIG	

I. PURPOSE:

This order establishes the policy and procedure relative to officers carrying handguns when off-duty.

II. POLICY:

- At their option, sworn members of the Hartford Police Department are authorized to carry their department issued service .45-caliber handgun while in an off-duty capacity.
- Sworn members may seek authorization to carry a privately owned handgun in an off-duty capacity from the Chief of Police for any handgun that is a variance (e.g. shorter barrel length, modified grip, etc...) of the department issued .45caliber handgun or any handgun that does not exceed a .45 caliber ACP.
- Off-duty officers carrying handguns, other than those authorized by the Department, do so as private citizens.
- Officers carrying handguns off-duty in their capacity as sworn members of the Department shall be bound by all Departmental orders/regulations regarding the carrying and/or discharging of firearms.

III. PROCEDURES:

- A. Officers desiring Department authorization to carry privately owned handgun(s) off-duty shall:
 - 1. Submit a Form 15, "Authorization to Carry an Off-duty Handgun" request form, to the Chief of Police.
 - Once approved by the Chief of Police, submit the handgun(s) in question to the Hartford Police Range Master for inspection.
 - 3. Successfully complete a sixty (60) round POSTC approved qualification course with the handgun utilizing ammunition supplied by the officer.
 - 4. Retain a copy of the "Authorization to Carry an Off-duty Handgun" request Form #15.

B. The Hartford Police Range Master shall:

1. Receive and verify all submitted "Authorization to Carry an Off-duty Handgun" request Form #15 authorized by the Chief of Police.



GENERAL ORDER

3-7

CARRYING OFF-DUTY HANDGUNS

PAGE 2 of 2

EFFECTIVE:

01/30/07

2. Arrange for and perform inspections of privately owned handguns for which officers request authorization to carry off-duty.

- 3. Administer a POSTC authorized (60) sixty round qualification course for each privately owned handgun that the Chief of Police has approved.
- 4. Return the completed "Authorization to Carry Off-Duty Handgun" request Form #15 with results/recommendations to the Chief of Police.
- 5. Once reviewed by the Chief of Police:
 - a. Retain a copy of all returned "Authorization to Carry Off-Duty Handgun" request forms, and
 - b. Forward a copy to the requesting officer.
 - c. Maintain a file of all completed request forms received from the Chief of Police.



Hartford Police Department Firearms Training Unit Authorization to Carry an Off-duty Handgun



Section I – Request to Carry

l _y		a sworn member of the Hartford Police
Department, respectfully request aut duty:	horization to carry th	he following private-owned handgun of
Make	Model	Caliber
		Sights
Initial Chief of Police Approval: ()	/es () No By:	Chief of Police
Sec	tion II – Proficienc	<u>y Test</u>
The applicant who's signature apthe Police Range and () has () the firearm listed above in Section I.	opears on this form has not demonstrate	has personally appeared before me at ed the proficiency required in the use of
Date of Certification:	Certified By:	Hartford Police Range Master
Comments:		
Section As indicated in sections I and II ab	n III –Chief's Autho ove, authorization fo acity is hereby ()	
Chief of Police		Date
Distribution: HPD Range Master – Original Personnel – copy Chief of Police – copy Officer – copy		

HPD Form 15 Authorization to Carry Off-duty Handgun Rev'd March 07 - cem



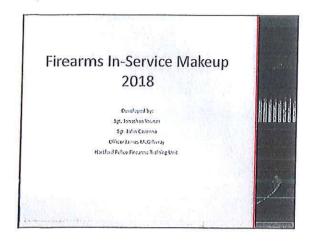
Hartford Police Department Firearms Training Unit Authorization to Garry an Off-duty Handgun

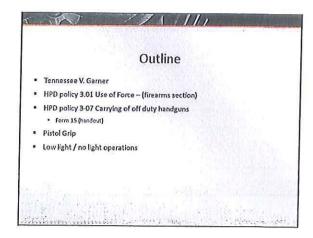


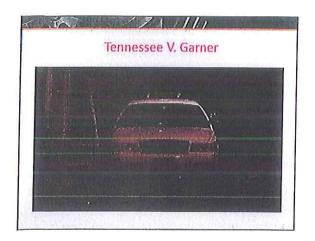
Section I - Request to Carry

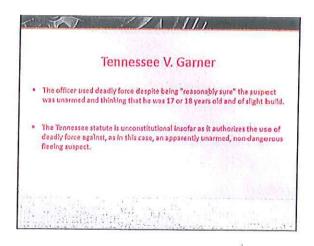
l,	92	a sworn member of the Hartford Police
Department, respectfully request authoduty:	orization to carry	the following private-owned handgun of
Make	Model	Caliber
Serial Number	Finish	Sights
Initial Chief of Police Approval: () Ye	s ()No By:_	Chief of Police
Section	on II – Proficienc	cy Test
The applicant who's signature app the Police Range and () has () ha the firearm listed above in Section I.	ears on this form s not demonstra	n has personally appeared before me at ted the proficiency required in the use or
Date of Certification:	Certified By:	Hartford Police Range Master
Comments:		
As indicated in sections I and II abou	city is hereby ()	orization for the above listed member to carry the approved ()denied pursuant to the
Chief of Police		Date
Distribution: HPD Range Master – Original Personnel – copy Chief of Police – copy Officer – copy		

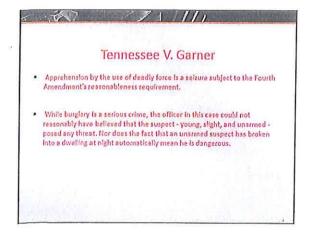
HPD Form 15 Authorization to Carry Off-duty Handgun Rev'd March 07 - cem

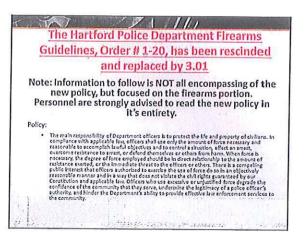












Policy 3.01, Section III Definitions na there is a three and his year of him.

17/1/1/1

- Authorized Weapons: Weapons that meet Department specifications and that officers are permitted to carry, and for which officers successfully complete proficiency and safety training.
- Critical Firearm Discharge: A discharge of a firearm by a Hartford Police Department officer to the extent such discharges are authorized under this policy (See General Order 3.07, Firearms Policy.) Range and training discharges, and discharges at animals are not included under this section.
- Deadly Force: Any physical force that can reasonably be expected to cause death or serious physical injury. Officers must understand that deadly physical force is an extreme measure and should only be used in accordance with the law and as stated in this policy.

Policy 3.01, Section III Definitions con't

- Force: Any physical strike or instrumental contact with a person; any intentional attempted physical strike or instrumental contact that does not take effect; or any significant physical contact that restricts the movement of a person. The term includes: aiming of a firearm, discharge of a firearm, use of chemical agents, use of impact weapons, use of an electronic control weapon (ECW), taking a subject to the ground, and any physical contact that includes control techniques. The term does not include escorting or handcuffing a person with minimal or no resistance. Use of force is lawful if It is objectively reasonable under the circumstances to effect an arrest, or protect the officer or another person.
- Great Bodily Harm/Serious Physical Injury: Serious bodily Injury that creates a substantial risk of death, causes serious or permanent disfigurement, or results in long-term loss or impairment of the functioning of any bodily member or organ

Policy 3.01, Section III Definitions con't

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- Imminent Threat: An officer's reasonable perception of impending danger, death, or serious injury from any action or outcome that may occur during an encounter. A subject may pose an imminent or impending threat even if he or she is not pointing a weapon at the officer but has, for example, a weapon within reach, is running for over carrying a weapon, or running to a place where the officer has reason to believe a weapon is exallable.
- Objectively Reasonable Force: The degree of force used in effecting an arrest, investigatory stop, or other selture is evaluated by using an objective, reasonable police officer standard. The reasonableness of each particular use of force will be judged from the perspective of a reasonable officer on the scene, based on the facts and circumstances known to and conforting the officer at the time. [See, Grahm w. Connor, 450 US 383 (1933.) In determining the appropriate level of force to be used, officers shall evaluate each situation in light of the unique facts and circumstances of each case. Those facts used is situation in light of the unique facts and circumstances of each case. Those factors include, but are not limited to, the seriousness of the crime or suspected offense; the level of threat or resistance presented by the subject to risk or apparent attempt by the subject to escape; and whether the subject was posing an imminent threat to officers or others.

Policy 3.01, Section IV Procedures

- 1. Officers shall use advisements, warnings, verbal persuasion, and verbal instructions whenever possible, before resorting to force.
- 2. Force shall be de-escalated immediately as resistance decreases.

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- 3. When feasible based on the circumstances, officers will use disengagements; area containment; surveillance; waiting on a subject; summoning additional units; and/or calling in specialized units, in order to reduce the need for force and thereby increase officer, suspect, and civilian safety.
- 4. Officers shall allow individuals time to submit to arrest before force is used, whenever
 possible.

Policy 3.01, Section IV Procedures

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- Verbal Warning
 - When tactically leasible, an officer will identify him/nerself as a police officer and Issue when accounty reason, an onicer will be not you from presents as a police officer will allow writed commands and warrings prior to the use of force. When feasible, an officer will allow the subject an opportunity to comply with the officer's variable commands. A verbal warning is not required in circumstances where the officer must make a split-second decision, or if the officer reasonably believes that issuing the warning would place the safety of the officer or others in Jeopardy.

Policy 3.01, Section IV Procedures When you CAN use deadly force

Use of Deadly Force in Defense of Human Life

- An officer is justified in using deadly physical force only when he or she reasonably believes such force is necessary to:
 - 1 Defend the officer, or a third person, from the imminent threat of death or serious physical bijury.
 - Office an arrist or prevent the energy from custody of a person whom they respectly believe has
 committed, or attempted to accomite a bittery knowing the infliction of treatened infliction of a reload
 physical injury or death, AROD do efficer researchly believes this person all poses a physical reload
 of the continue physical plays to the officer or other person. Where health, the officer should
 the working of the best to take on deady psychol large.

one maning or the monte to use early physical force.

Set, Florectors or Germa, 47 U.S. 18, Elists 5, the United States Supreme Court ruled that the use of death force to present the estage of a suspected bloan violates the fourth Amendment prohibition application researched below the florest to present the supreme florest of the courth Amendment prohibition application researched as burglary suspect). The supreme Court for their stated that death force may be used against an effective who as stategated or committed an effective behalving the infliction or directional infliction of postational infliction of postations of the state of the supreme Court for the suspection of the state of infliction of the state of the state of the state of postation and unament, nonviolent, property of one effective, the third States Systems Court decide the way to be the day to the state of deathy force he wist of families, first the a web at warning (families "felice Ciffice Rid").

Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force

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- Warning Shots Prohibited
 - Officers are prohibited from discharging their firearms as a means of warning or frightening a person, or sounding a call for assistance.
- · Shooting at or from Moving Vehicles
 - Officers are prohibited from discharging their firearms at or from a moving vehicle,
 motorcycle, or bloycle (collectively, "moving vehicle") unless officers reasonably believe
 deadly force is necessary to defend the efficer or a third person from the use, or
 imminent use, of deadly force, for purposes of this policy, officers will not discharge their
 firearms at moving vehicles except under extreme circumstances. Such discharges will be
 rigorously scrutinized.

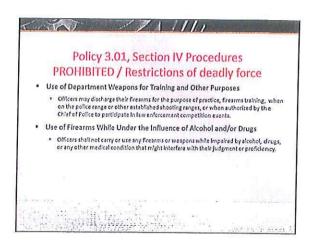
Officers shall, as a rule, avoid tactics that could place them in a position where a vahide could be used against them. When confronted with an encoming, moving vehicle, efficers must attempt to move out of its path and should generally avoid placing themselves in structions where the use of deadily force is more likely.

Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force

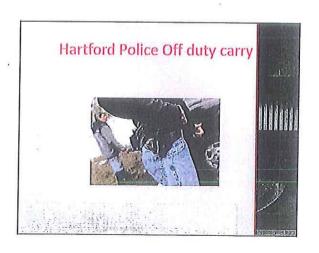
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- Risk to Innocent Bystanders
 - When offices are about to discharge their firearms they should be aware of their field of fire, including the backdrop, so as to avoid creating an unnecessary, substantial risk of harm to innocent persons. Offices are prohibited from discharging their firearms, when, based on the totality of the discurstances, sicharging a firearm would constitute a greater risk to innocent human life than the subject's actions, (i.e. discharging a firearm into a crowd, or shooting into a building or through a wall, where the subject is not clearly identified and it is unknown if there are other occupants present.)
- Pointing Weapons (TAKE SPECIAL NOTE)
 - Officers are prohibited from pointing their finearms at or in the direction of a person, absent an objectively reasonable determination that the situation may excalate to the point where deady force would be authorized under this policy. When it is determined that the use of deady force is not nacessary, officers shall, as soon as practicable, ascure or lotter their firearms. It is the policy of this Department that drawing a five arm and pointing it at a person is considered a use of force and must be documented as such

Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force Use of Firearm to Destroy Animals Officers may use deadly force against an animal that represents a threat to the officer or to public safety. Deadly force is also authorised as a humanitarian measure, where an animal is so seriously injured or it! that humaneness demands its immediate removal from further suffering. Evary effort should be made to obtain assistance from the Animal Control Officers, Connection Department of Energy & Environmental Protection (DEEP), or Connecticut Humane Society to remove an animal that is badly joined or sick and only when such assistance is not available should firearms be used to remove it from further suffering. Whenever possible, officers should fire tesek the authorization of their supervisor and, whenever practical, authorization from the animal's owner.



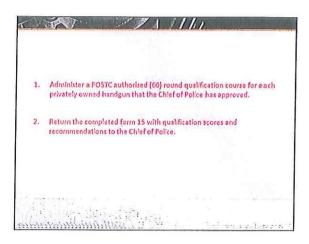
Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force • Security, Storage, and Safe Handling of Firearms • Officers shall be trained in accordance with Department guidelines, and shall obey all safety rules when handling any firearm or any other weapon. No person other than Hardlord Police Department Officers shall be permitted access to any Department-conted firearm, with the exception of police officers from other furcidations in the official performance of their duty, for repair or maintenance as approved by the Department; or other officians es with the express permission of the Onlet of Police. • Officers will secure and store firearms, both on and off duty, in such a way as to ensure that no unauthorized person will have access to or gain control over the firearm. All Departments frearm shall at those must be secured in a safe place, inaccessible to family mambers, especially children. • Whenever an officer is in the Department and removes his/her handgun or other weapon, the item must not be left in the open and must be secured so that it is not readily accessible to dvillens, suspects, victims, or witnesses.



Carrying Off-Duty Weapons Officers carrying off-duty handguns, other than those authorized by the Department, do so as private citizens. Officers carrying handguns off-duty in their capacity as a sworn member of the Hartford Police Department are bound by all HPD firearms guidelines.

Procedures 1. Submit a form 15, authorization to carry an off duty handgun request form to Chief of Police. 2. Once approved by the Chief, submit the handgun to the HPD Range master for Inspection (function check) 3. Complete a (60) round qualification course use ammunition provided by the officer 4. Retain a copy of the authorization to carry an off-duty handgun request form 15

The HPD Range master shall receive and verify all submitted authorization to carry an off-duty handgun request form 15 which have been authorized by the Chief of Police. Arrange for and perform inspections of privately owned handguns for which officers request authorization to carry off-duty



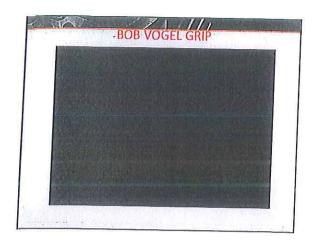
Once reviewed by the Chief of Police:

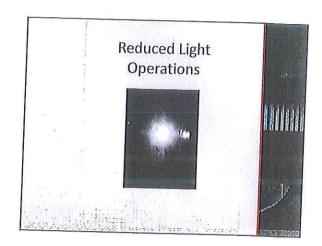
Retain a copy of all returned request form 15

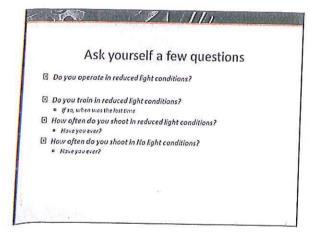
Forward a copy to the requesting officer

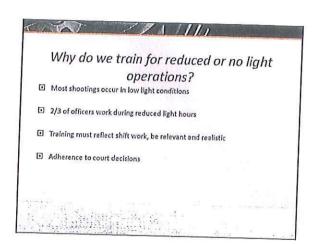
Maintain a file of all completed request forms received from the Chief of Police











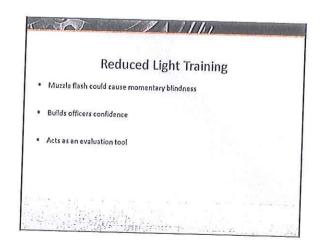
What can we expect in reduced light conditions?

Inability to see daylight sight picture

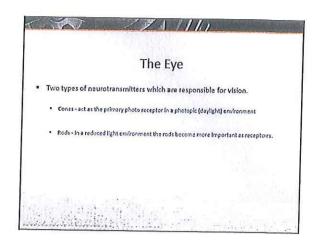
Inability to see adversaries

Insufficient light to see surroundings

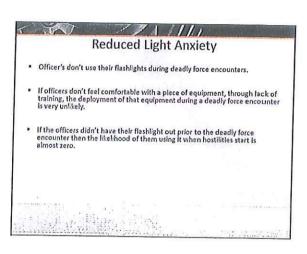
Movement from/to cover could be reduced, Impossible or Impractical



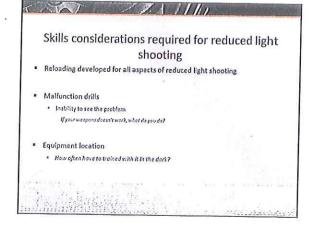
What defines reduced/no light Reduced Light: Enough for locating suspect Fossibility of identification of suspect Not enough for standard sights to be used Fotential for misidentification of suspect or weapon Dark: Not enough light to see or locate suspect or effectively utilize sights



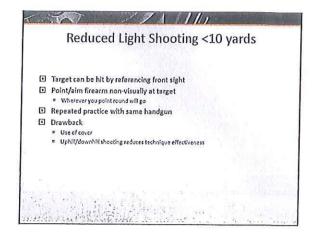
Reduced Light Anxiety Reduced Light Anxiety: The increasing feeling of uneasiness that an officer has by entering a reduced light emirrorment. In low light, what can we perceive?



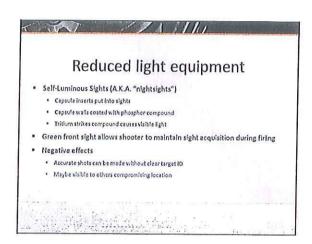
Reduced Light Combat Challenges 1. Temporary Night Blindness 2. Trigger affirmation 3. Muzzle Searching 4. Cognitive Interpolation



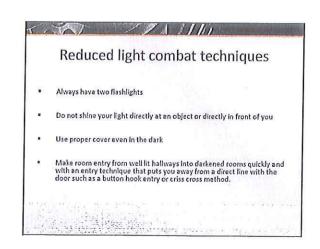
Skills considerations required for reduced light shooting • Visual communication reduced between officers. • Actions must be known to avoid accidents • Proper target identification



Reduced Light Shooting beyond 10 yards Use of handgun sights necessary Backlighting – two hand hold Almatlightsource to acquire sight alignment Turretbody to cover on target Unitize cover Darkness provides concealment If your in the dark STAY THERE Movement from lighted area to darkness Ithuninate darkened area as much as possible before exposing yourself



Reduced light equipment Flashlights Powerful white light illumination Small enough to be carried all the time Switch that allows for rapid on and off Dependability Blinding effect Drawbacks Must clear cover along with muzzle prior to engagement



Reduced light combat techniques continued

- Move to your suspects flank and protect yours.
- Do not cross open areas unless no alternative route is available.
- Move in the shadows. Remember, don't believe the darkness hides you from observation.
- Use high intensity flashlights with beams that will have a blinding effect on an adversary even in the daytime.
 - Blind them and then move laterally, to their dead side. ALWAYS MAKE SURE TO MOVE LATERALLY AFTER EACH FLASH OF YOUR LIGHT.

Reduces light combat techniques continued

- Discriminatory or seemingly random use of flashlight flashes will confuse opponent as to your location, focal point and direction of travel.
- Practice correcting stoppages, malfunctions, and reloading in partial or total darkness.
- Target discrimination and identification become more important during low light
- You may even have to aim by muzzle flash alone if no ambient light or flashlight is available or tactically sound.
- Always positively Identify your target prior to engaging.
- A flashlight with high illumination may be used to drive a suspect into a specific area for greater control over his access to escape and so that the officer maintains a superior tactical position.

Reduces light combat techniques continued

37 1111

- If flashlight use is necessary for extended period of time attempt to use a red lens cover to reduce elimination of night vision ability.
- Know where all your team members are when conducting a search with other officers.
- Close doors to the rooms already searched to give you an audible warning if a suspect is moving into that area and reduce back lighting.
- When entering a room your flashlight isn't turned on prior to fully entering the room and then only to scan your sector of fire
- Entry should still be made with flashlights off and weapons aimed at clearing the Dead Corner (Long Corner) first, than a secondary.
- Never backlight a partner prior to entering a room.

Reduced light combat techniques continued

Reduced light compat techniques continued

- Shadows can still conceal an adversary unless you point the light beam directly into the area.
- Maintain sure footing when walking by putting either the toe or side of your foot down first to eliminate unnecessary noise and ensure proper footing on solid surface.
- Maintain noise discipline during your movement and try to cover or conceal any shiny gear you may have exposed
- If faced with a blinding flash of light close one eye to protect your own night vision ability. This will allow your other eye to remain dilated and not bleach the rhodopsin in that eye.

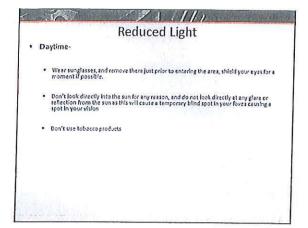
Reduced light combat techniques continued

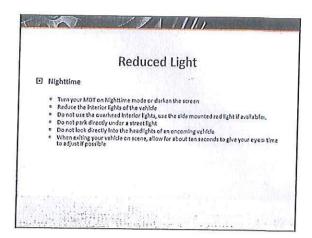
- If forced into operating in a reduced light environment, always attempt to approach from the dark side. Work your way from the dark towards the light
- If you have no other choice but to work from a well lit environment towards a darkened one attempt to keep to the shadows
 - change lines of movement by zig zagging to prevent accurate targeting by suspect
 - close one eye for a short period of time or veil your vision for a few moments prior to entering to help prevent some temporary night blindness.
- Focus high intensity light beams into all possible suspect locations, darkened doorways, closets, etc...

Reduced light combat techniques continued

B. Consider assumption a light forward on the world black assumption and

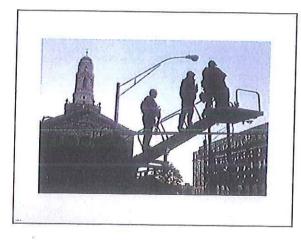
- Consider grounding a light focused on the most likely suspect location and use a second light to approach from a different angle.
- ALWAYS Increase the reactionary gap in reduced light operation
 Bounce your light beam around objects and scan for shadows. (especially off tile floors)
- Use off center targeting during reduced light operations
 - If not possible due to tactical reasons to deploy a flashlight.





Always train with ONE technique

Hicks Law - Basic psychological principle which states that when more than one response is trained for any given stimulus the conscious mind must evaluate the given stimulus, and decide which response it should chose. This produces indecision and hesitation during armed conflicts which results in poor, and life threatening performance.



	HARTFORD POLICE DEPARTN POLICY AND PROCEDURE		BER:		
	GENERAL ORDER	ISSUANCE DATE: PAGE: 01/30/07 1 of 2			
	a a a a a a a a a a a a a a a a a a a	REFERENCE: RESCINDS	:		
CARRY	YING OFF-DUTY HANDGUNS	CGS 29-35, Cintron GO 8-3 of 12/2 vs. Vaughan Consent Decree	3/84		
		CHIEF'S SIGNATURE			
i i i i i i i i i i i i i i i i i i i		Daryl K. Roberts, Chief of Police	Daryl K. Roberts, Chief of Police		

PURPOSE:

This order establishes the policy and procedure relative to officers carrying handguns when off-duty.

II. POLICY:

- At their option, sworn members of the Hartford Police Department are authorized to carry their department issued service .45-caliber handgun while in an off-duty capacity.
- Sworn members may seek authorization to carry a privately owned handgun in an off-duty capacity from the Chief of Police for any handgun that is a variance (e.g. shorter barrel length, modified grip, etc...) of the department issued .45caliber handgun or any handgun that does not exceed a .45 caliber ACP.
- Off-duty officers carrying handguns, other than those authorized by the Department, do so as private citizens.
- Officers carrying handguns off-duty in their capacity as sworn members of the Department shall be bound by all Departmental orders/regulations regarding the carrying and/or discharging of firearms.

III. PROCEDURES:

- A. Officers desiring Department authorization to carry privately owned handgun(s) off-duty shall:
 - 1. Submit a Form 15, "Authorization to Carry an Off-duty Handgun" request form, to the Chief of Police.
 - 2. Once approved by the Chief of Police, submit the handgun(s) in question to the Hartford Police Range Master for inspection.
 - 3. Successfully complete a sixty (60) round POSTC approved qualification course with the handgun utilizing ammunition supplied by the officer.
 - 4. Retain a copy of the "Authorization to Carry an Off-duty Handgun" request Form #15.
- B. The Hartford Police Range Master shall:
 - 1. Receive and verify all submitted "Authorization to Carry an Off-duty Handgun" request Form #15 authorized by the Chief of Police.



GENERAL ORDER

3-7

CARRYING OFF-DUTY HANDGUNS

PAGE 2 of 2

EFFECTIVE: 01/30/07

- 2. Arrange for and perform inspections of privately owned handguns for which officers request authorization to carry off-duty.
- 3. Administer a POSTC authorized (60) sixty round qualification course for each privately owned handgun that the Chief of Police has approved.
- 4. Return the completed "Authorization to Carry Off-Duty Handgun" request Form #15 with results/recommendations to the Chief of Police.
- 5. Once reviewed by the Chief of Police:
 - a. Retain a copy of all returned "Authorization to Carry Off-Duty Handgun" request forms, and
 - b. Forward a copy to the requesting officer.
 - c. Maintain a file of all completed request forms received from the Chief of Police.



Hartford Police Department Firearms Training Unit Authorization to Carry an Off-duty Handgun



Section I - Request to Carry I, _______, a sworn member of the Hartford Police partment, respectfully request authorization to carry the following private-owned handgun off-Serial Number _____ Finish ____ Sights _____ In itial Chief of Police Approval: () Yes () No By: _____ Section II - Proficiency Test The applicant who's signature appears on this form has personally appeared before me at the Police Range and () has () has not demonstrated the proficiency required in the use of the firearm listed above in Section I. Date of Certification: _____ Certified By: ___ Hartford Police Range Master Comments: Section III - Chief's Authorization As indicated in sections I and II above, authorization for the above listed member to carry the above listed firearm in an off-duty capacity is hereby () approved () denied pursuant to the Hartford Police Department Policy & Procedure. Chief of Police Date

Distribution: HPD Range Master - Original

Personnel – copy Chief of Police – copy Officer – copy

HPD Form 15 Authorization to Carry Off-duty Handgun Rev'd March 07 - cem



Hartford Police Department Firearms Training Unit Authorization to Carry an Off-duty Handgun



Section I - Request to Carry I, _______, a sworn member of the Hartford Police Department, respectfully request authorization to carry the following private-owned handgun off-Make _____ Model ____ Caliber ____ Serial Number _____ Finish ____ Sights ____ Initial Chief of Police Approval: () Yes () No By: _____ Section II - Proficiency Test The applicant who's signature appears on this form has personally appeared before me at the Police Range and () has () has not demonstrated the proficiency required in the use of the firearm listed above in Section I. Date of Certification: _____ Certified By: ___ Hartford Police Range Master Comments: Section III - Chief's Authorization

As indicated in sections I and II above, authorization for the above listed member to carry the above listed firearm in an off-duty capacity is hereby () approved () denied pursuant to the

Date

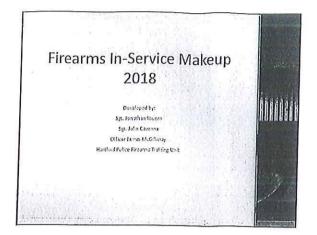
Distribution: HPD Range Master - Original

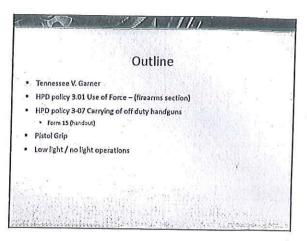
Personnel – copy Chief of Police – copy Officer – copy

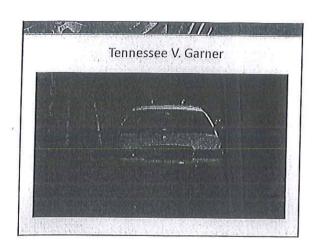
Hartford Police Department Policy & Procedure.

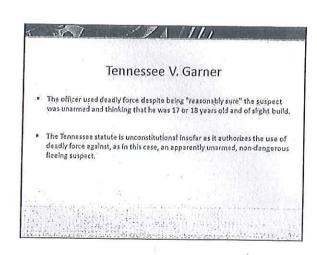
Chief of Police

HPD Form 15 Authorization to Carry Off-duly Handgun Rev'd March 07 - cem

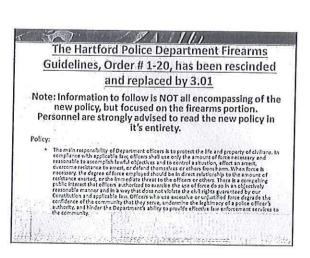








Tennessee V. Garner Apprehension by the use of deadly force is a seizure subject to the Fourth Amendment's reasonableness requirement. While burglary is a serious crime, the officer in this case could not reasonably have believed that the suspect young, slight, and unarmed posed any threat. Nor does the fact that an unarmed suspect has broken into a dwelling at night automatically mean he is dangerous.



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Policy 3.01, Section III Definitions

- Authorized Weapons: Weapons that meet Department specifications and that officers are permitted to carry, and for which officers successfully complete proficiency and safety training.
- Critical Firearm Discharge: A discharge of a firearm by a Hartford Police Department officer to the extent such discharges are authorized under this policy (See General Order 3.07, Firearms Policy.) Range and training discharges, and discharges at animals are not included under this section.
- Deadly Force: Any physical force that can reasonably be expected to cause death or serious physical injury. Officers must understand that deadly physical force is an extreme measure and should only be used in accordance with the law and as stated in this policy.

Policy 3.01, Section III Definitions con't

- Force: Any physical strike or instrumental contact with a person; any intentional attempted physical strike or instrumental contact that does not take effect; or any significant physical contact that restricts the movement of a person. The term includes: aiming of a firearm, use of chemical agents, use of impact weapons, use of an electronic control weapon (ECW), taking a subject to the ground, and any physical contact that includes control techniques. The term does not include escorting or handcuffing a person with minimal or no resistance. Use of force is lawful if it is objectively reasonable under the circumstances to effect an arrest, or protect the officer or another person.
- <u>Great Bodily Harm/Serious Physical Injury:</u> Serious bodily Injury that creates a substantial risk of death, causes serious or permanent disfigurement, or results in long-term loss or impairment of the functioning of any bodily member or organ

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Policy 3.01, Section III Definitions con't

- Imminent Threat: An officer's reasonable perception of impending danger, death, or serious injury from any action or outcome that may occur during an encounter. A subject may pose an imminent or impending threat even if he or she is not pointing a weapon at the officer but has, for example, a weapon within reach, is running for cover crarying a weapon, or running to a place where the officer has reason to believe a weapon is available.
- available.

 Objective Reasonable Force: The degree of force used in effecting an arrest, investigatory stop, or other seizure is evaluated by using an objective, reasonable police officer standard. The reasonableness of each particular use of force will be judged from the perspective of a reasonable officer on the scene, based on the facts and circumstances known to and confronting the officer at the time. (See, Graham v. Connor, 490 US 383 (1983). In determining the appropriate level of force to be used, officers shall evaluate each situation in I ght of the unique facts and circumstances of each case. Those factors include, but are not limited to, the seriousness of the crime or suspected offense; the level of threat or resistance presented by the subject to escape; and whether the subject was posing an Imminent threat to officers or others.

Policy 3.01, Section IV Procedures

- General
 - . 1. Officers shall use advisements, warnings, verbal persuasion, and verbal instructions whenever possible, before resorting to force.
 - 2. Force shall be de-escalated immediately as resistance decreases.
 - 3. When feasible based on the circumstances, officers will use disengagements; area
 containment; surveillance; waiting on a subject; summoning additional units; and/or
 calling in specialized units, in order to reduce the need for force and thereby increase. officer, suspect, and civilian safety.
 - 4. Officers shall allow individuals time to submit to arrest before force is used, whenever possible.

Policy 3.01, Section IV Procedures

4. TO 1911/11

- Verbal Warning
 - When backer's I least ble, an officer will identify him/herself as a police officer and issue verbal commands and warnings price to the use of force. When feastle, an officer will allow the subject an opportunity to comply with the officer verbal acommands. A verbal warning is not required in circumstances where the officer must make a split-second decision, or if if his officer reasonably ballives that issuing the warning would place the safety of the officer or others to Jeopardy.

Policy 3.01, Section IV Procedures When you CAN use deadly force

Use of Deadly Force in Defense of Human Life

(30 ZZA 111)

- An officer bijustified in using deadly physical force only when he or she reasonably believes such force is necessary to:
 - 1. Defend the officer, or a third person, from the imminent threat of death or serious physical injury.
 - 2. Offset an ansister present the escape from controlyed a person when they responsibly before his committed as attempted for some mile a belong heading the lifetime or the restored limitation of a review hybrical highing or deady. Also the different responsibly before this present and poses a syndround theat of death or sorious physical highing to the offsecor of the passion, where feasible, the efficient doubt he working of the hierarchy and only physical force.

as to manning or one attent to use easily physical force.

So, Toncease or George, 47 U.S. I.S. (\$13.5). The United States Supreme Governaled that the use of death force to prevent the scape of a supported from whiteir the Fearth Amendment probabilism against mere another to their ill cost adjusted an appearedly manned, non-vident userge (the seasy fearthead a burgley) suspect). The Supreme Court further stated that death from major to use of such as altered to the statement of the seasy to the seasy that are offender who as attempted or committed an offense in which go in faction or the state of infliction of post table of the State of the statement of the statement of the State of th

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Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force

- Warning Shots Prohibited
 - Officers are prohibited from discharging their frearms as a means of warning or frightening a person, or sounding a call for assistance,
- Shooting at or from Moving Vehicles

17/1/1/1

Officers are prohibited from discharging their freatms at or from a moving vehicle, motorcycle, or bicycle (collectively, "moving vehicle") unless officers reasonably believe deadly force is necessary to detend the officer or a third person from the use, or imminant use, of deadly force. For purposes of this policy, officers will not discharge their freatms at moving vehicles except under extreme circumstances. Such discharges will be rigorously seruthized.

Officers shall, as a rule, avoid factics that could place them in a position where a vahicle could be used against them. When confronted with an occording, moving vehicle, officers must attempt to move out of its path and should generally avoid placing themselves in situations where the use of deadly force is more likely.

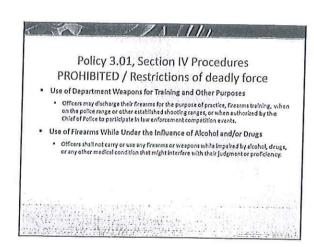
Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force

71/1/1

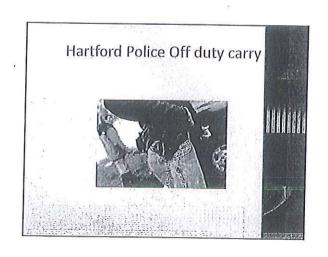
- Risk to Innocent Bystanders
 - When offices are about to discharge their fireaims they should be aware of their field of fire, leduding the backdrop, so as to avoid creating an unnecessary, substantial risk of harm to innecent persons. Officers are prohibited from discharging their firearms when, based on the totality of the diromatines, discharging a firearm would constitute a greater risk to innocent human life than the subject's actions. (i.e. discharging a firearm lots a cond, or shooting into a building or through a wall, where the subject is not clearly identified and it is unknown if there are other occupants present.)
- Pointing Weapons (TAKE SPECIAL NOTE)
 - Officers are prohibited from pointing their finearms at or in the direction of a persion, absent an objectively reasonable determination that the situation may excalate to the point where deadly force would be authorized under this policy. When it is determined that the use of deadly force is not necessary, officers shall as soon as precicable, secure robuster their finearms. (It is the policy of this Department that drawing a firearm and pointing it at a person is considered a use of force and must be documented as a uch.

71 111 Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force Use of Firearm to Destroy Animals Officers may use deadly force against an animal that represents a threat to the officer or to public safety. Deadly force is also authorized as a humanitarian measure, where an animal is so seriously injured or iil that humaneness demands its immediate removal from further suffering. Every effort should be made to obtain assistance from the Animal Control Officers, Connecticut Department of Energy & Environmental Protection (DEEP), or Connecticut Humane Society to remove an animal that is badly injured or sick and only when such assistance is not available should firearms be used to remove it from Further suffering. Whenever possible, officers should first seek the authorization of their supervisor and,

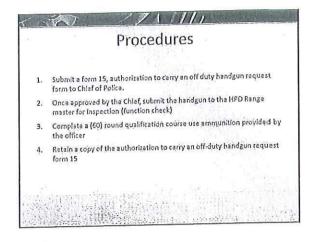
whenever practical, authorization from the animal's owner

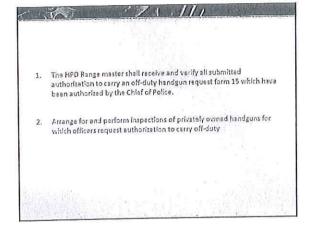


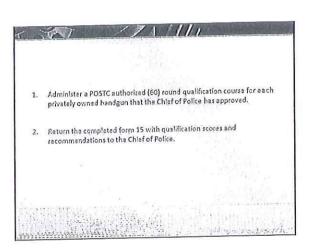
7 1 1/1 Policy 3.01, Section IV Procedures PROHIBITED / Restrictions of deadly force Security, Storage, and Safe Handling of Firearms Officers shall be trained in accordance with Department guidelines, and shall obey all safety rules when handling any firearm or any other weapon. No person other than Hardford Police Department Officers shall be permitted access to any Department-owned Fivearm, with the exception of police officers from other jurisdictions in the official performance of their duty, for repair or maintenance as approved by the Department; or other circumstances with the express permission of the Chief of Police. Officers will secure and store firearms, both on and off duty, in such a way as to ensure that no unauthorized person will have access to or gain control over the firearm. All Department firearms kept at home must be secured in a safe place, inaccessible to family members, especially children. Whenever an officer is in the Department and removes his/her handgun or other weapon, the item must not be left in the open and must be secured so that it is not readily accessible to civilians, suspects, victims, or witnesses.

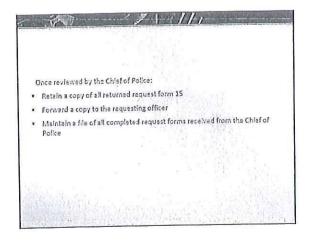


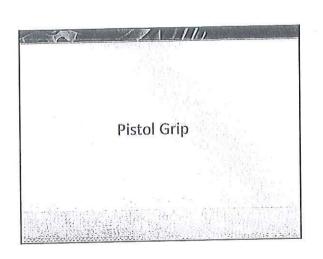
Carrying Off-Duty Weapons Officers cerrying off-duty handguns, other than those authorized by the Department, do so as private citizens. Officers cerrying handguns off-duty in their capacity as a sworn member of the Hartford Police Department are bound by all HPD firearms guidelines.

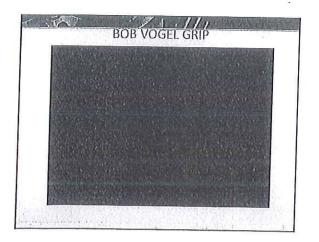


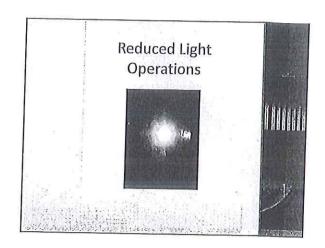


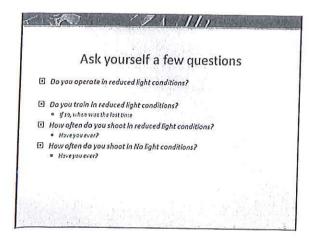


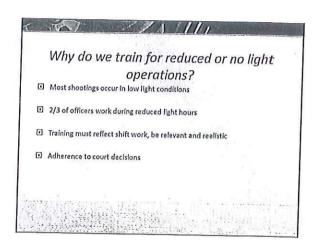


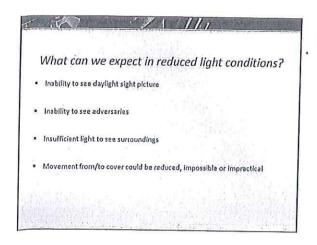


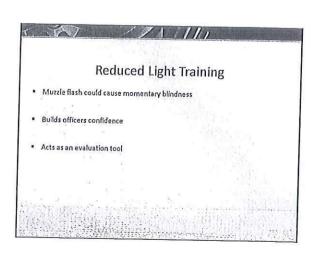


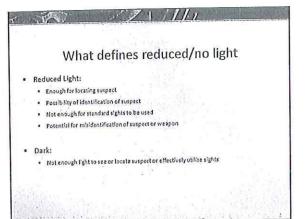


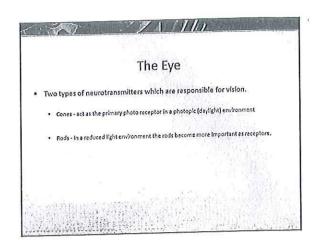




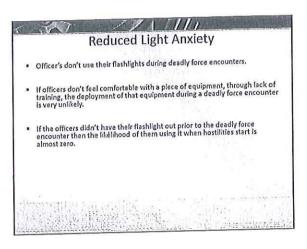


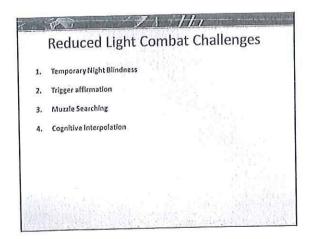


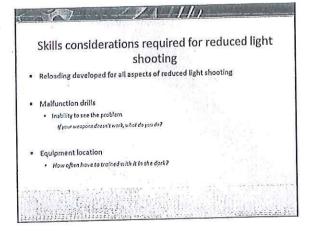




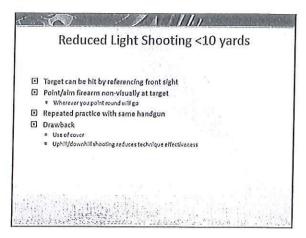
Reduced Light Anxiety Reduced Light Anxiety: The increasing feeling of uneasiness that an officer has by entering a reduced light environment. In low light, what can we perceive?



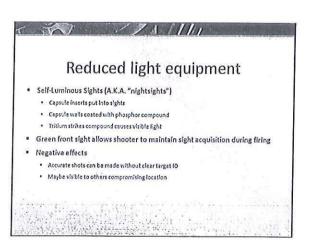




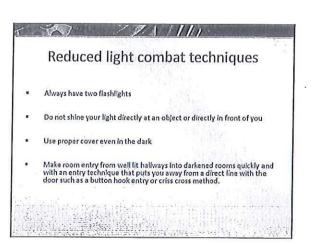
Skills considerations required for reduced light shooting • Visual communication reduced between officers. • Actions must be known to avoid accidents • Proper target identification



Reduced Light Shooting beyond 10 yards Use of handgun sights necessary Backlighting – two hand hold Almat lightsource to acquire sight alignment Turret body to cover on target Utilize cover Darkness provides concealment If your in the dark STAY THERE Movement from lighted area to darkness Illuminate darkaned area as much as possible before exposing yourself



Reduced light equipment Flashlights Powerful white light illumination Small enough to be carried all the time Switch that allows for rapid on and off Dependability Blinding effect Drawbacks Must clear cover along with muzzle prior to engagement





Reduced light combat techniques continued

- Move to your suspects flank and protect yours.
- Do not cross open areas unless no alternative route is available.
- Move in the shadows. Remember, don't believe the darkness hides you
- Use high intensity flashlights with beams that will have a blinding effect on an adversary even in the daytime.
 - Elind them and then move laterally, to their dead side. ALWAYS MAKE SURE TO MOVE LATERALLY AFTER EACH FLASH OF YOUR LIGHT.

7711111 Reduces light combat techniques continued

- Discriminatory or seemingly random use of flashlight flashes will confuse opponent as to your location, focal point and direction of travel.
- Practice correcting stoppages, malfunctions, and reloading in partial or total darkness.
- Target discrimination and identification become more important during low light
- You may even have to aim by muzzle flash alone if no ambient light or flashlight is available or tactically sound.
- Always positively identify your target prior to engaging.
- A flashlight with high illumination may be used to drive a suspect into a specific area for greater control over his access to escape and so that the officer maintains a superior tactical position.

7/1/1/1

Reduces light combat techniques continued

- If flashlight use is necessary for extended period of time attempt to use a red lens cover to reduce elimination of night vision ability.
- I Know where all your team members are when conducting a search with other officers.
- Close doors to the rooms already searched to give you an audible warning if a suspect is moving into that area and reduce back lighting.
- When entering a room your flashlight isn't turned on prior to fully entering the room and then only to scan your sector of fire
- Entry should still be made with flashlights off and weapons aimed at clearing the Dead Corner (Long Corner) first, than a secondary.
- Never backlight a partner prior to entering a room.

77 111h

Reduced light combat techniques continued

- Shadows can still conceal an adversary unless you point the light beam directly into the area.
- Maintain sure footing when walking by putting either the toe or side of your foot down first to eliminate unnecessary noise and ensure proper footing on solid surface.
- Maintain noise discipline during your movement and try to cover or conceal any shiny gear you may have exposed
- If faced with a blinding flash of light close one eye to protect your own night vision ability. This will allow your other eye to remain dilated and not bleach the rhodopsin in that eye.

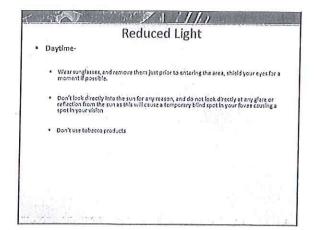
Reduced light combat techniques continued

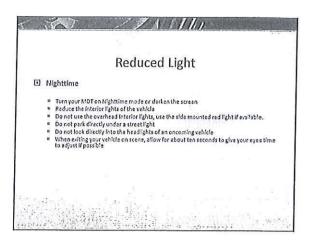
71 111

- If forced into operating in a reduced light environment, always attempt to approach from the dark side. Work your way from the dark towards the light
- If you have no other choice but to work from a well lit environment towards a darkened one attempt to keep to the
 - change lines of movement by zig zagging to prevent accurate targeting by suspect
 - close one eye for a short period of time or veil your vision for a few moments prior to entering to help prevent some temporary night blindness.
- Focus high intensity light beams into all possible suspect locations, darkened doorways, closets, etc...

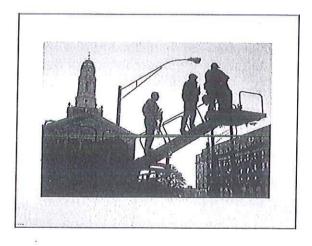
Reduced light combat techniques continued

- Consider grounding a light focused on the most likely suspect location and use a second light to approach from a different angle.
- ALWAYS Increase the reactionary gap in reduced light operation
- Bounce your light beam around objects and scan for shadows. (especially off tile floors)
- Use off center targeting during reduced light operations
 - If not possible due to tactical reasons to deploy a flashlight.





Always train with ONE technique Hicks Law - Basic psychological principle which states that when more than one response is trained for any given stimulus the conscious mind must evaluate the given stimulus, and decide which response it should chose. This produces indecision and hesitation during armed conflicts which results in poor, and life threatening performance.



	HARTFORD POLICE DEPARTMENT	EFFECTIVE DATE: 01/30/07	ORDER NUMBER: 3-7
	POLICY AND PROCEDURE GENERAL ORDER	ISSUANCE DATE: 01/30/07	PAGE: 1 of 2
		REFERENCE:	RESCINDS:
CARR	YING OFF-DUTY HANDGUNS	CGS 29-35, Cintron vs. Vaughan Consent Decree	GO 8-3 of 12/23/84
		CHIEF'S SIG	Chief of Police

I. PURPOSE: .

This order establishes the policy and procedure relative to officers carrying handguns when off-duty.

II. POLICY:

- At their option, sworn members of the Hartford Police Department are authorized to carry their department issued service .45-caliber handgun while in an off-duty capacity.
- Sworn members may seek authorization to carry a privately owned handgun in an off-duty capacity from the Chief of Police for any handgun that is a variance (e.g. shorter barrel length, modified grip, etc...) of the department issued .45caliber handgun or any handgun that does not exceed a .45 caliber ACP.
- Off-duty officers carrying handguns, other than those authorized by the Department, do so as private citizens.
- Officers carrying handguns off-duty in their capacity as sworn members of the Department shall be bound by all Departmental orders/regulations regarding the carrying and/or discharging of firearms.

III. PROCEDURES:

- A. Officers desiring Department authorization to carry privately owned handgun(s) off-duty shall:
 - 1. Submit a Form 15, "Authorization to Carry an Off-duty Handgun" request form, to the Chief of Police.
 - 2. Once approved by the Chief of Police, submit the handgun(s) in question to the Hartford Police Range Master for inspection.
 - 3. Successfully complete a sixty (60) round POSTC approved qualification course with the handgun utilizing ammunition supplied by the officer.
 - 4. Retain a copy of the "Authorization to Carry an Off-duty Handgun" request Form #15.

B. The Hartford Police Range Master shall:

1. Receive and verify all submitted "Authorization to Carry an Off-duty Handgun" request Form #15 authorized by the Chief of Police.



GENERAL ORDER

3-7

CARRYING OFF-DUTY HANDGUNS

PAGE 2 of 2

EFFECTIVE:

01/30/07

2. Arrange for and perform inspections of privately owned handguns for which officers request authorization to carry off-duty.

3. Administer a POSTC authorized (60) sixty round qualification course for each privately owned handgun that the Chief of Police has approved.

4. Return the completed "Authorization to Carry Off-Duty Handgun" request Form #15 with results/recommendations to the Chief of Police.

5. Once reviewed by the Chief of Police:

a. Retain a copy of all returned "Authorization to Carry Off-Duty Handgun" request forms, and

b. Forward a copy to the requesting officer.

c. Maintain a file of all completed request forms received from the Chief of Police.



Hartford Police Department Firearms Training Unit Authorization to Garry an Off-duty Handgun



I,		
duty:		
Make M	odel	Caliber
Serial Number Fi	nish	Sights
Initial Chief of Police Approval: () Yes () No By:	Chief of Police
Section II -	- Proficienc	cy Test
The applicant who's signature appears the Police Range and () has () has not the firearm listed above in Section I.	on this form demonstrat	n has personally appeared before me at ted the proficiency required in the use of
Date of Certification: Cer	tified By:	Hartford Police Range Master
Comments:		
As indicated in sections I and II above, an above listed firearm in an off-duty capacity is Hartford Police Department Policy & Proced	uthorization is hereby (for the above listed member to carry the

Distribution: HPD Range Master - Original

Personnel – copy Chief of Police – copy Officer – copy

HPD Form 15 Authorization to Carry Off-duty Handgun Rev'd March 07 - cem

	HARTFORD POLICE DEPARTMENT POLICY AND PROCEDURE GENERAL ORDER	EFFECTIVE DATE: 01/30/07 ISSUANCE DATE: 01/30/07	ORDER NUMBER: 3-7 PAGE: 1 of 2		
CARRY	YING OFF-DUTY HANDGUNS	REFERENCE: CGS 29-35, Cintron vs. Vaughan Consent Decree	RESCINDS: GO 8-3 of 12/23/84		
		CHIEF'S SIGNATURE Daryl K. Roberts, Chief of Police			

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 - Successfully complete a sixty (60) round POSTC approved qualification course with the handgun utilizing ammunition supplied by the officer.
 - Retain a copy of the "Authorization to Carry an Off-duty Handgun" request Form #15.

The Hartford Police Range Master shall: В.

Receive and verify all submitted "Authorization to Carry an Off-duty Handgun" request Form #15 authorized by the Chief of Police.



GENERAL ORDER

3-7

CARRYING OFF-DUTY HANDGUNS

PAGE 2 of 2

EFFECTIVE: 01/30/07

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3. Administer a POSTC authorized (60) sixty round qualification course for each privately owned handgun that the Chief of Police has

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4. Return the completed "Authorization to Carry Off-Duty Handgun" request Form #15 with results/recommendations to the Chief of Police.

5. Once reviewed by the Chief of Police:

a. Retain a copy of all returned "Authorization to Carry Off-Duty Handgun" request forms, and

b. Forward a copy to the requesting officer.

c. Maintain a file of all completed request forms received from the Chief of Police.



Jonathan Youens

Nicole Mordasiewicz

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

OFFICER: (Last) (First) (MI)		EPARTMENT	Γ:			POST ID#	-		
			MAND	ATORY HOU	3 S =	28			
Firearms	Rape Crisis	Domestic	Human	Handling	• 755m m	ce and	Patrol	Gang	Bigotry or
12		Violence	Relations	Juveniles	the		Procedures	Violence	Bias Crimes
9	2	2	3	1	1	7	2	1	1
Elective	Elective Hours = 32. Maximum number of hours in any single area is 16, except in area 3 which is 24.								
Firearm range f	Firearms Qualification per GN 03-3. (Each 3-hour class will consist of one-hour classroom time and two hours of range for a total of 9 hours in the three-year period)								
	(Minimum passinç	g firearms qua	lification sco	re= 80% of a	minir	num 60	round POST	Capproved co	urse)
	CUR	RICULUM AR	EAS (Specific	certification	area	s locate	d on back of	form)	
1	Criminal Justice \$	System	4 Hu	man Relatior	IS		7 5	Supervision	
2	Police and the La			minal Investi		ns		Vlanagement	
3	Practical Skills			rol Procedur			9 Executive		
						0			
Area 🦶	O	Тор	ic		ourse hrs	Course	Date	** Instructo	or Signature
11	Human Beha				1	1		200 -	or orginaturo
-	Communicat		-					1111	
304	Emergency I	Viedical Re	sponder		1	1		The same	1
604A	Active Shoot				1	1		5000	# 2985
301A					2	2		852	MAK
618	Report Writing				1	1		MIN	Gor
604B	04B Stopping Suspicious Persons				1.5	1.5		Je 3	#2984
	**I am a curre	ently certified	POSTC instru	ctor in each	of the	e instruc	tional areas t	aught above	
	INSTRUCTOR	NAME (PRIN	T)	INSTRU	СТО	R ID#	EXPIRATION DATE		
Jeffrey	3685	8, 000	e en hierarde	1/31/2019		No. 10 (1997)			

This form must be maintained for each officer by the police department's training officer. It is documentation of review training credit hours received. For audit purposes, a copy of this form <u>must be provided</u> when requested to the Police Officer Standards and Training Council.

2989

3982

8/31/2018

10/31/2020

This form must be signed by both the officer receiving training and the departments training officer

	<i>j</i>	receiving training and the departmente th	anning omoor			
knowledge. I understand that i	ntentionally making	ormation provided herein is true and accurate a false written statement that I do not believe	to be true with			
the intent to mislead a public servant in the performance of their official functions on a form bearing this notice is						
punishable by law. False Statemen	punishable by law. False Statement in the 2 nd degree, under Connecticut General Statute § 53a-157b, is a class A					
Misdemeanor.			's			
MS						
Training Officer's Signature	Date	Officer Receiving Training Signature	Date			



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

OFFIC	CER:				DEPARTME	NT:			POST ID:	4
		(Last)	(First)	(MI)						
Firearr	ns	Rape Crisis	Domestic	Human	NDATORY HO	Poli	ice and	Patrol	Gang	Bigotry or
9)	2	Violence 2	Relations 3	Juveniles 1	the	Law 7	Procedures 2	Violence 1	Bias Crimes 1
			kimum number							
Firear range	ms Qu for a	ialification pe total of 9 hou	er GN 03-3. (E rs in the three	ach 3-hour e-year perio	class will co d)	ısist of	one-ho	ur classroom	ı time and two	hours of
	(Min	imum passing	g firearms qu	alification s	core= 80% of	a minii	mum 60	round POST	C approved o	ourse)
			RRICULUM AF	REAS (Spec	ific certificati	on area	s locat	ed on back o	f form)	
1		ninal Justice			Human Relat			7	Supervision	
2 3		ce and the La tical Skills	W		Criminal Inve Patrol Proced		ons	8 9	Management Executive	
Area			Тор	oic		Course hrs	Course credit	Date	** Instruc	tor Signature
71			rior / Interp	ersonal		2	2		m	
	Con	nmunicatio	ons						111	
		**I am a curre	ently certified	POSTC ins	tructor in eac	h of th	e instru	ctional areas	taught above)
		INSTRUCTOF	R NAME (PRIN	NT)	INST	RUCTO	R ID#	E	XPIRATION D	ATE
Jeffre	ey Fi	sh				3685		1/31/2019		
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Human Behavior [401]

1.	List th	e 6 factors which limit a person's ability to give an accurate account of events that have
	occurr	red.
		1)
		2)
		3)
		4)
		5)
		6)
2.		aining eye contact, avoiding distractions, and focusing on the content on hand, are
		ered ways to improve skills.
		People Communication
		Listening Debate
	υ.	Depate
3.	Which	of the following are considered barriers to effective listening?
		Lack of interest
	В.	Noise
	C.	Multitasking
	D.	All of the above
4.		8 basic skills in interpersonal communication:
	1)	
	2)	
	3)	
	4)	
	5)	
	6)	
	7)	
	8)	

Human Behavior [401]

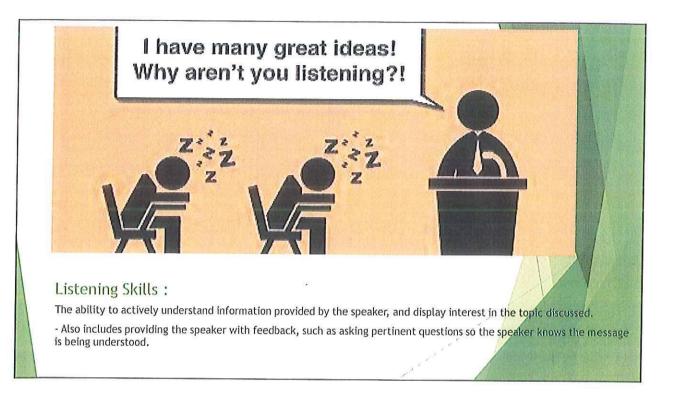
1.	List th	e 6 factors which limit a person's ability to give an accurate account of events that have
	occur	red.
		1) Memory is "blurred"
		2) Memory fills in gaps
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		6) Memory changes over time and with retelling
2.	Mainta	aining eye contact, avoiding distractions, and focusing on the content on hand, are
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	A.	People
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	C.	Listening
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3.	Which	of the following are considered barriers to effective listening?
		Lack of interest
	В.	Noise
	C.	Multitasking
	D.	All of the above
4.	List the	8 basic skills in interpersonal communication:
	1)	Eye communication
	2)	Posture/ movement
	3)	Gestures/ facial expression
	4)	Dress/ appearance
	5)	Voice
	6)	Language/ non- words
	7)	Humor
	8)	Natural self

Human Behavior & Interpersonal Communication

Officer Jeffrey Fish

Factors which limit a person's ability to give an accurate account of events that have occurred.

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- > 5. Memory is biased by question retrieval method
- ▶ 6. Memory Changes over time and with retelling



How to improve your listening skills?



- Maintain eye contact with the instructor
- Focus on content than on the way that it is being said.
- Avoid selective listening
- Avoid distractions
- Ask questions to stay active and interested.
- Face the speaker
- Maintain eye contact
- Respond appropriately say yes, nod, etc.
- Do not be preoccupied with your own thoughts.

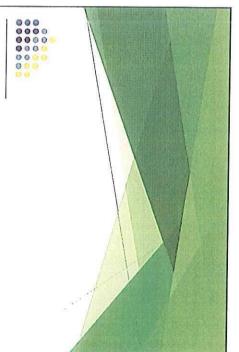


Barriers to listening take many forms. It is inevitable that barriers will exist in any interaction, but anything which stops concentration, allowing the mind to wander off the topic, must be recognized and overcome if fully successful communication is to take place.

Barriers to Effective Listening

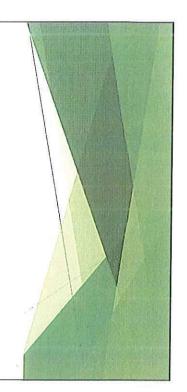
Beware of these barriers to effective listening! Learn to recognize them when they appear and find ways to overcome them.

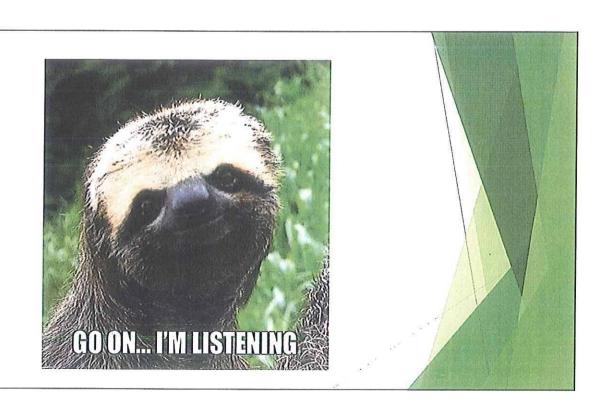
- Hearing impairments
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- Short attention span
- Busyness
- Thoughts of personal matters
- Multitasking

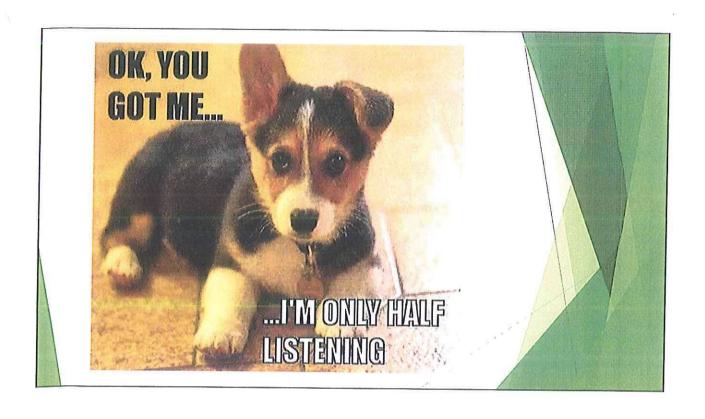


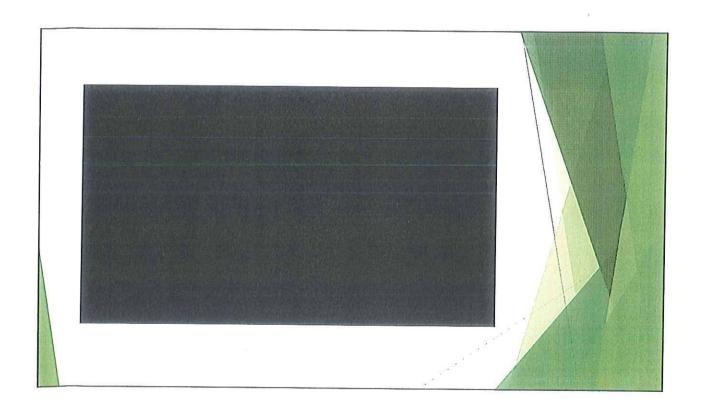
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- 1) It helps in learning.
- 2) It increases one's understanding.
- It builds stronger relationships by creating a desire to co-operate among people because they feel acceptance and acknowledged. It creates acceptance and openness.
- 4) It reduces stress and tension
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- 6) It relieves boredom (i.e. listening to music)
- 7) It can improve work quality on job because it is the most frequent type of on-the job communication.







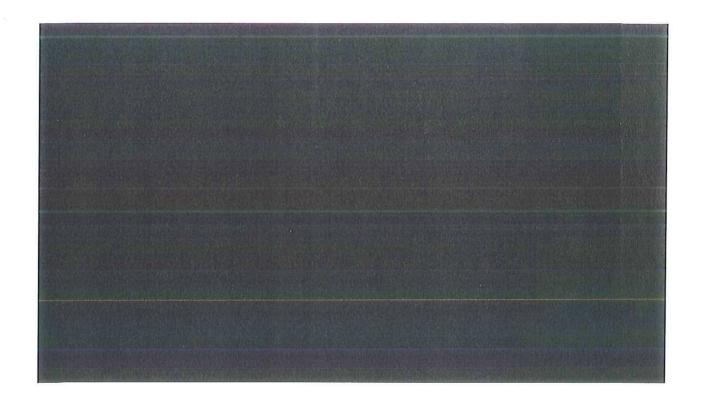


How Are Your Observation Skills?

- This activity demonstrates our ability to remember details accurately.
- Testimony about personal experience is frequently used during an investigation.
- How accurately do people remember what they have seen?
- What factors may play a role in what we can remember and describe about something we have witnessed?
- Consider these questions as you do the following activity.



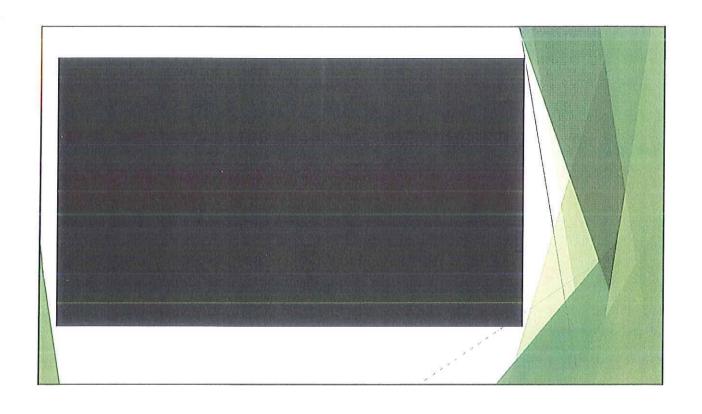


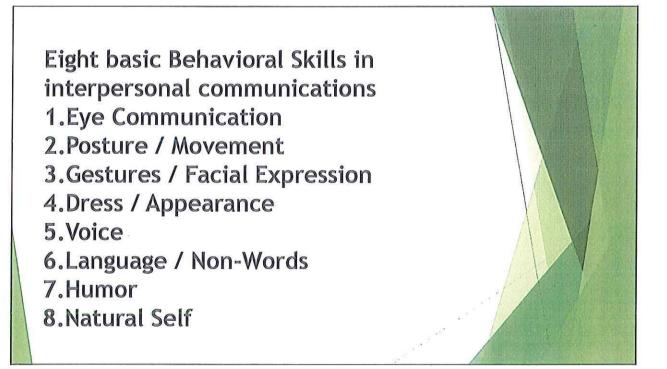


Your ability to describe events thoroughly and accurately

- The next slide is a short story

Take notes and write a quick report as to what the story was about and some of the more important facts that were discussed.





Eye contact / Looking

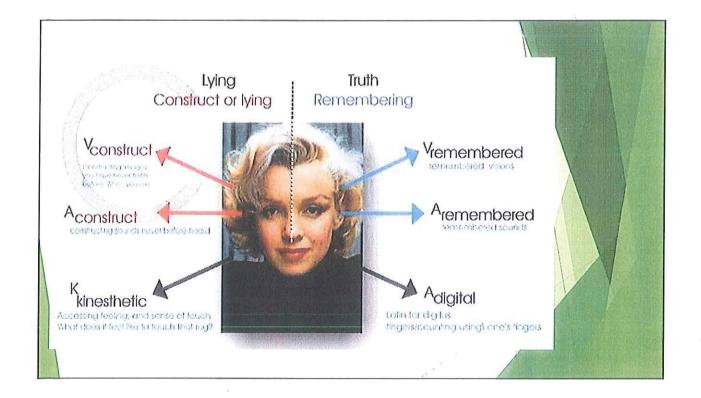
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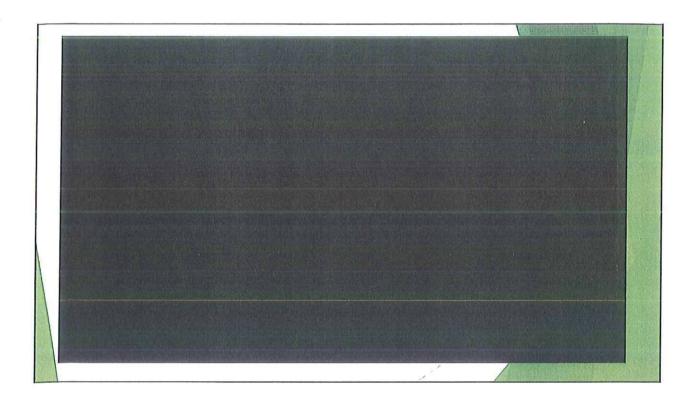
Dr. Kallas Ghodke

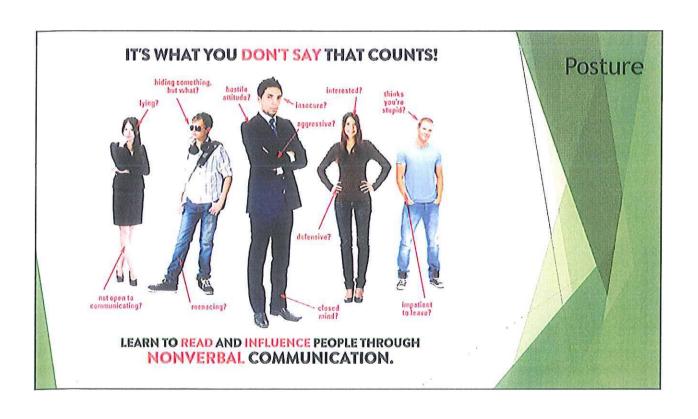
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Communication Skills

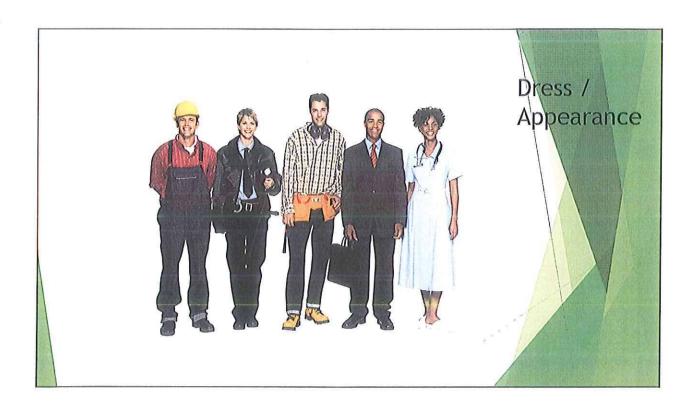


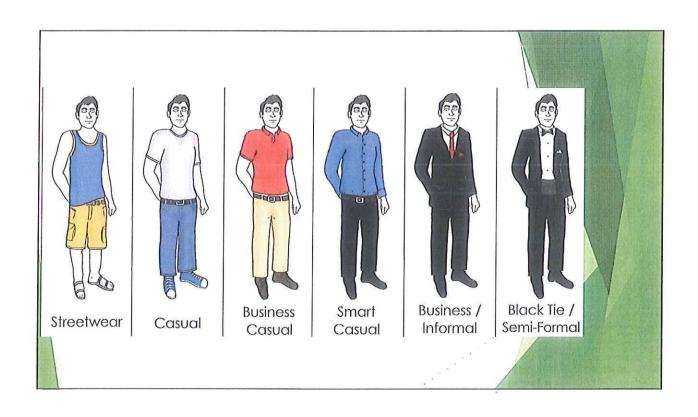








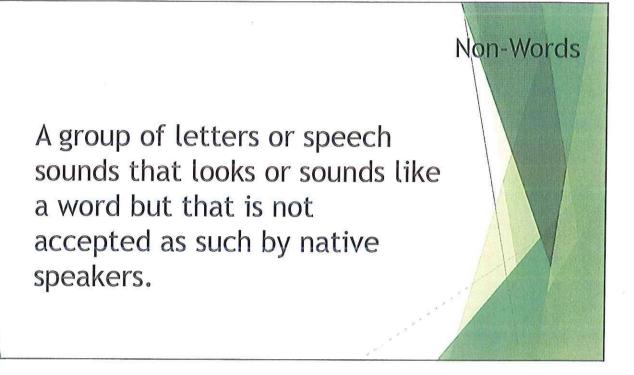




Your Voice & Vocal Variety

Speaker's voice cont...

- Vocal Variety
 - Don't sound like a robot
- Pronunciation
 - Make sure pronunciation is correct
- Articulation
 - Speak as clearly and distinctly as you can
- Dialect

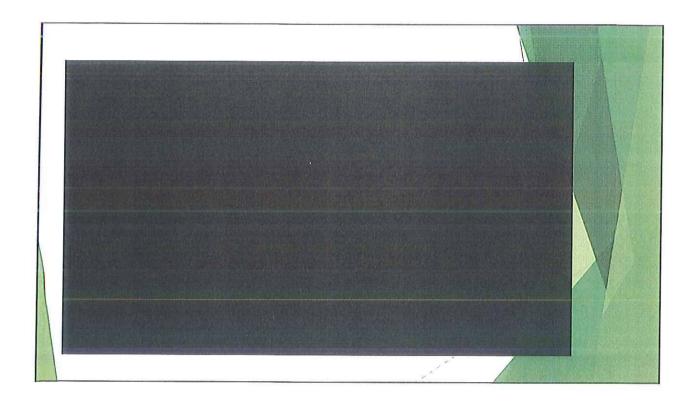




Natural Self

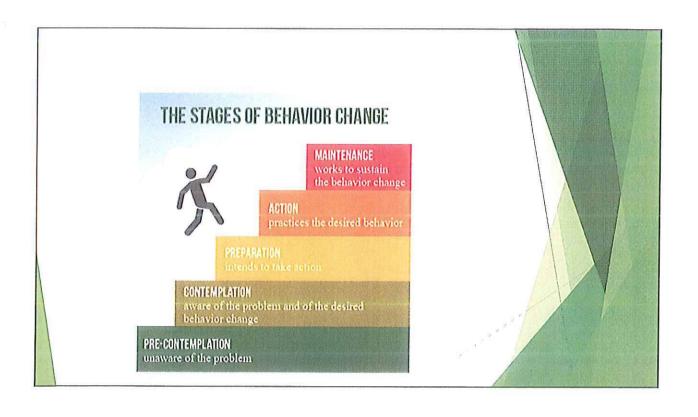
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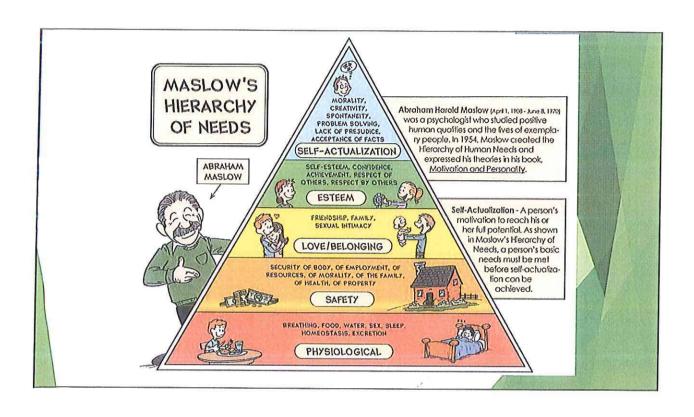


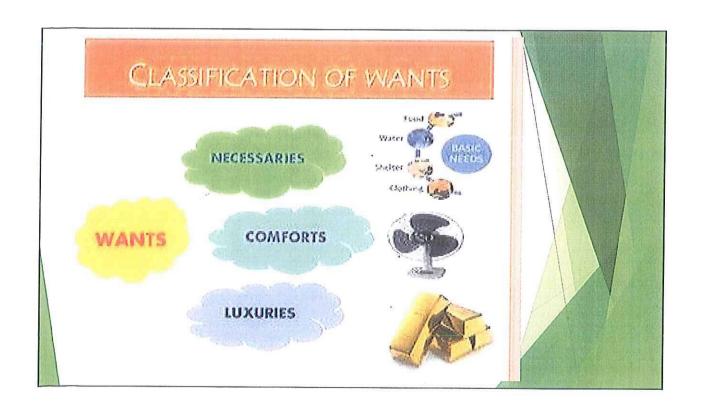
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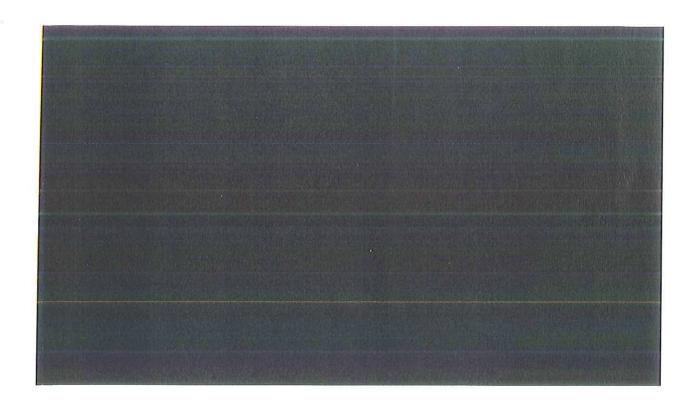
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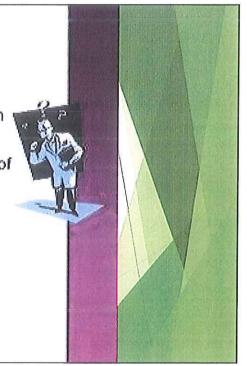


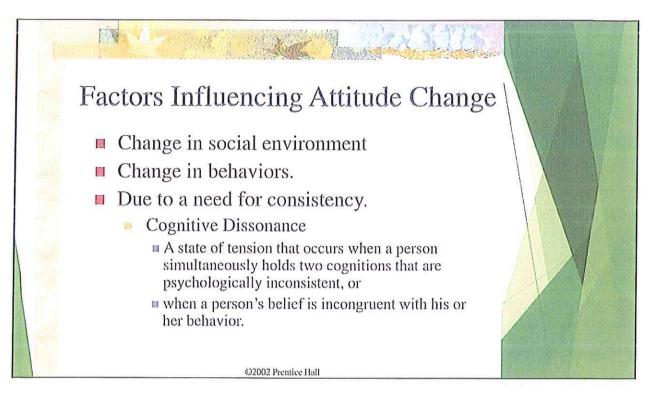




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Factors that develop High and Low Self Esteem

High Self Esteem

If you are being praised

If you are listened to If you are being

spoken to respectfully

If you are getting attention

Experiencing success

Having trust worthy friends

Low Self Esteem

Experiencing

Continuous Failure

Being expected to perfect all the time

Being Ignored or

made fun of

Having physical or emotional

punishment Being criticized

Understanding and Building Solf Estoom - Vasudevan

12

How do Emotions Affect Behavior?

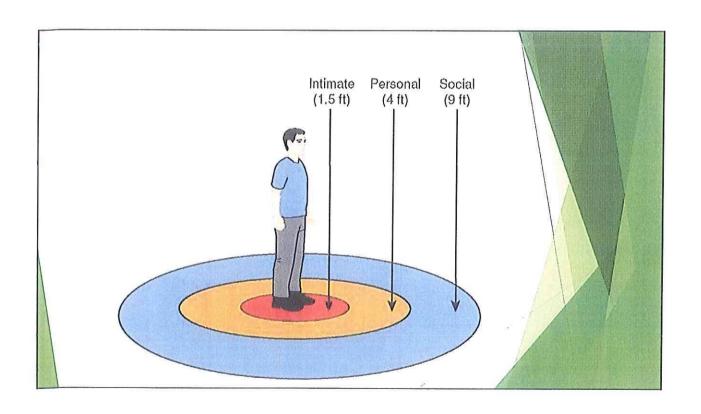
Positive Effect

- Help us organize our behavior
- Energize our motivation to act
- Help us get "in tune" with others

Negative Effect

- Cause behavior to be unorganized or socially disapproved
- Create barriers to behavior

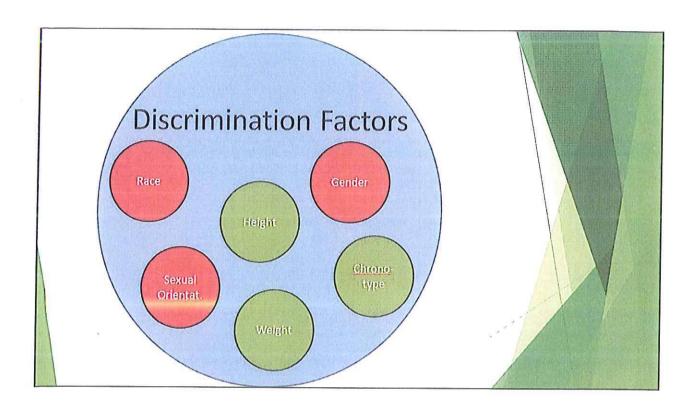
Proxemics is the study of human spatial requirements and the effects that population density has on behavior, communication, and social interaction. Proxemics is among several subcategories in the study of nonverbal communication. Other prominent subcategories of nonverbal communication include haptics (touch), kinesics (body movement), vocalics (paralanguage), and chronemics (structure of time).

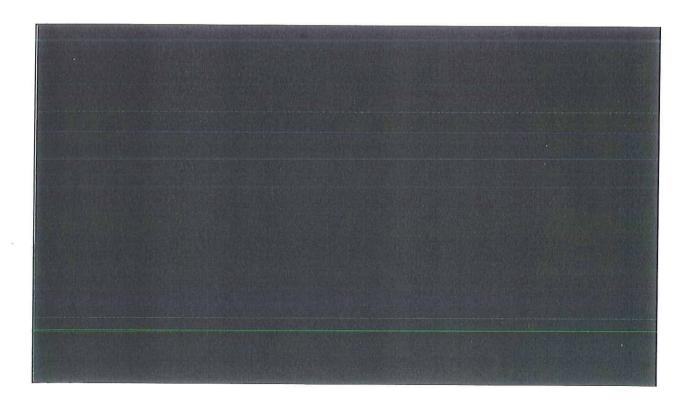




- Body language
- Eye contact or gaze
- Physical touch
- Cultural differences

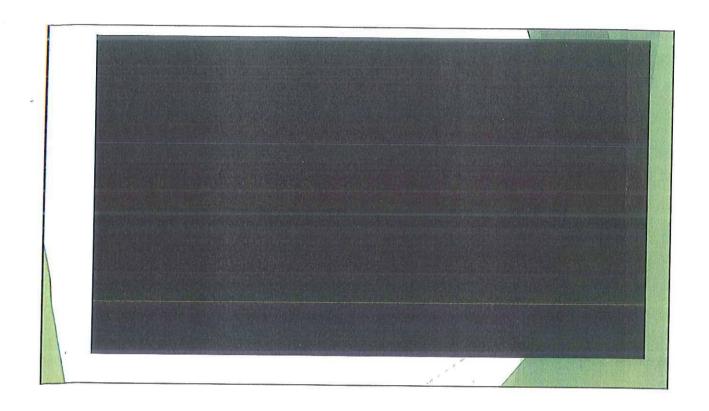
Non-Verbal Discrimination





What are some of the prejudices that interfere with the image of a professional Police Officer?

Sexual harassment is described as a range of actions involving the harassment of a person due to his/her sex. Actions may include unwelcome sexual advances, requests for sexual favors, verbal or physical harassment of a sexual nature, or the creation of a hostile working environment. Sexual harassment often involves bullying or coercion, and the harassers typically have social or economic power over the victim. Sexual harassment is a form of illegal employment discrimination in many countries, although the legal and social definitions of sexual harassment vary by iurisdiction and culture.

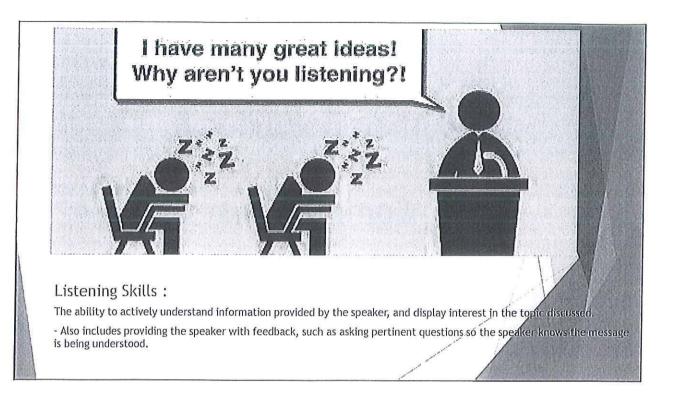


Human Behavior & Interpersonal Communication

Officer Jeffrey Fish

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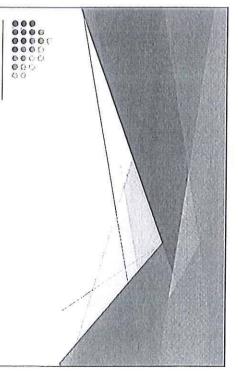
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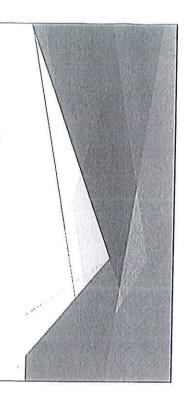
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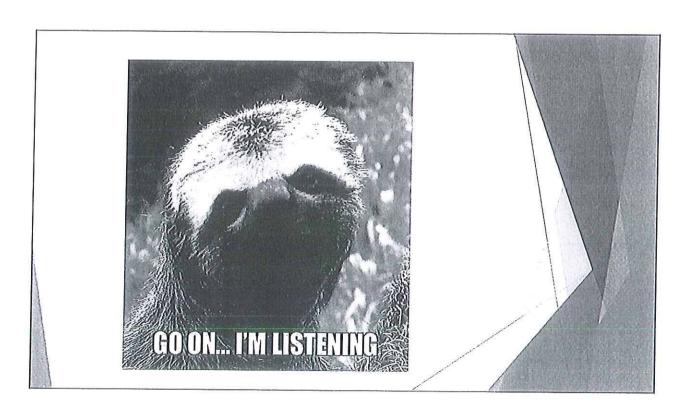
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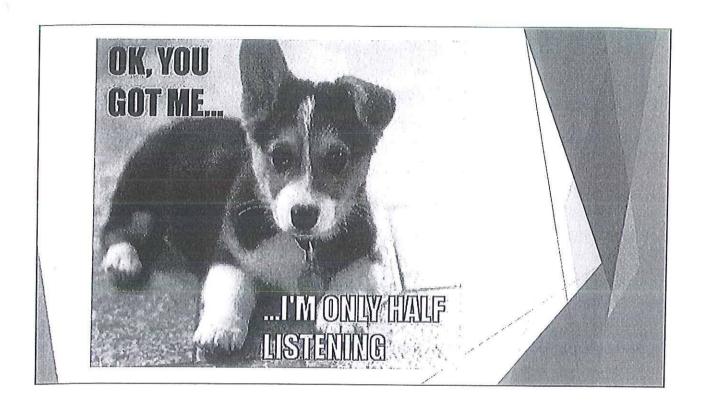


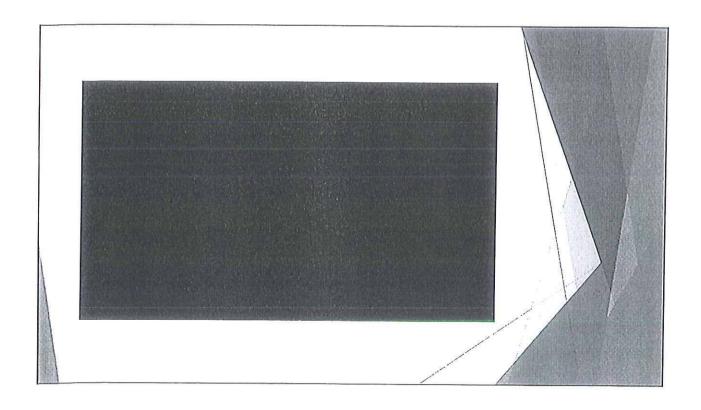
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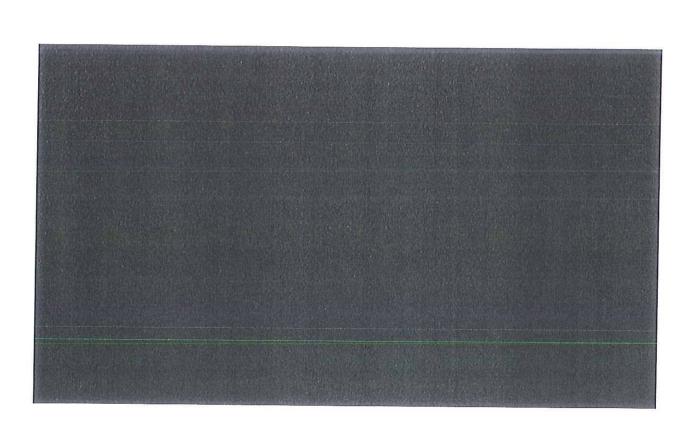


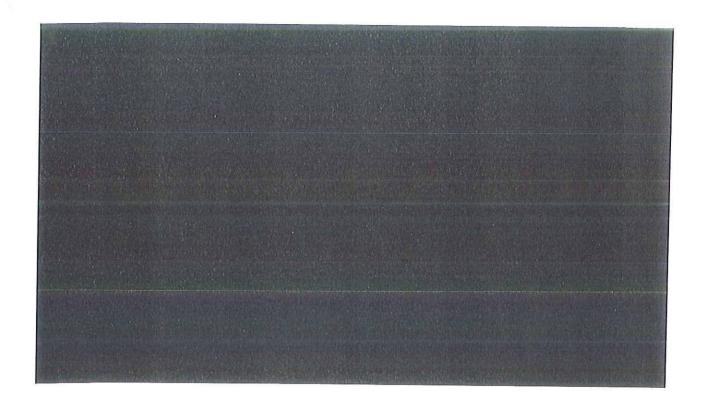




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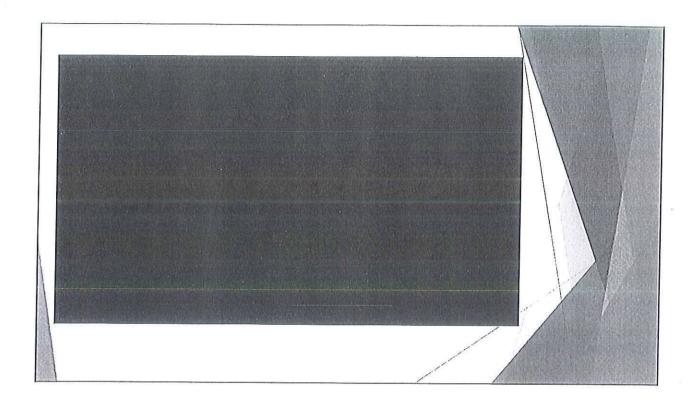


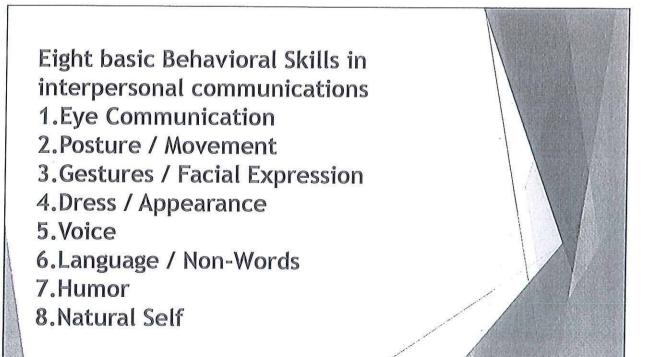


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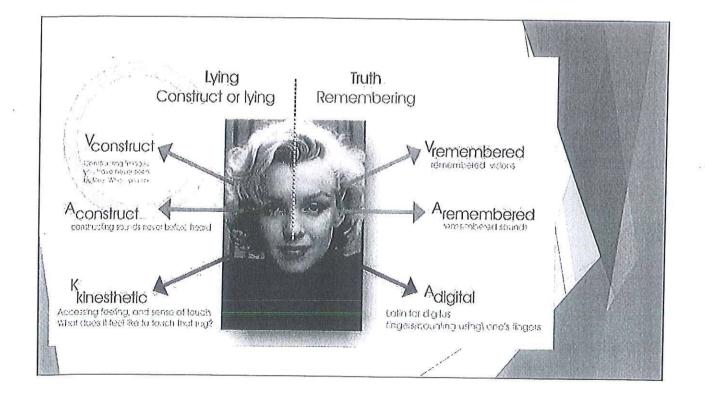
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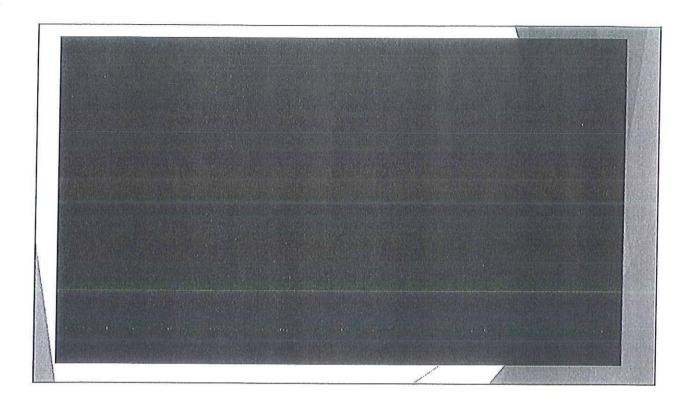
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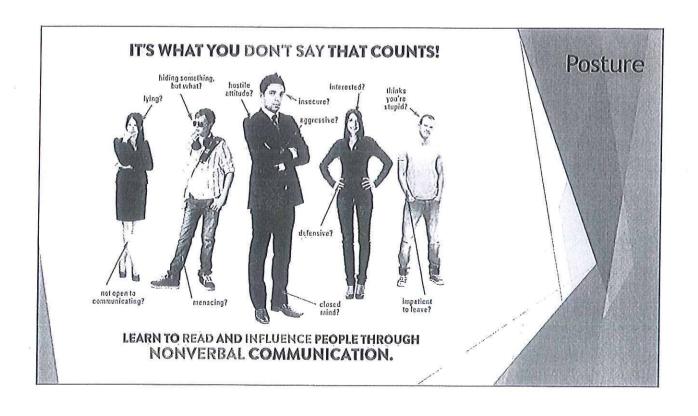
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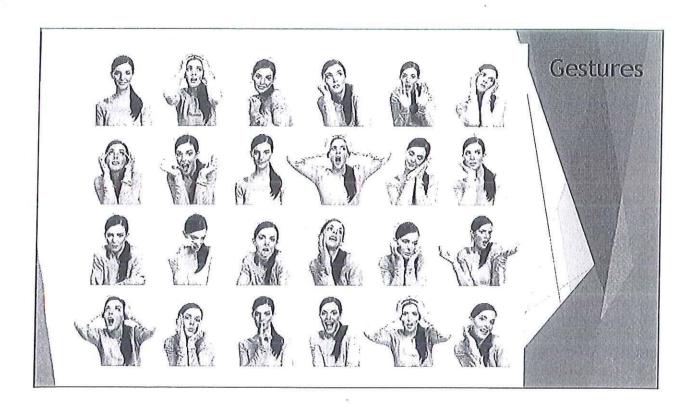
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Communication Skills



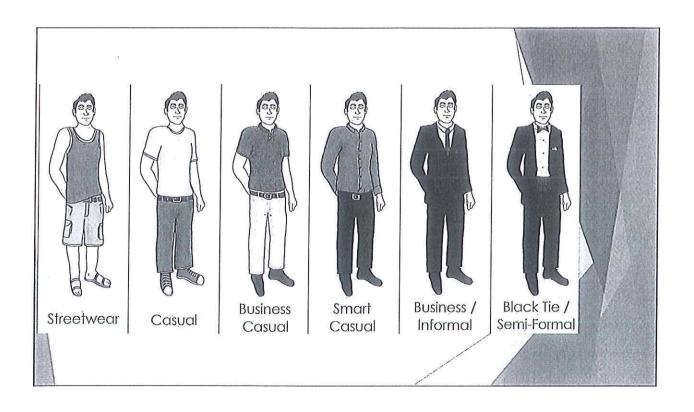


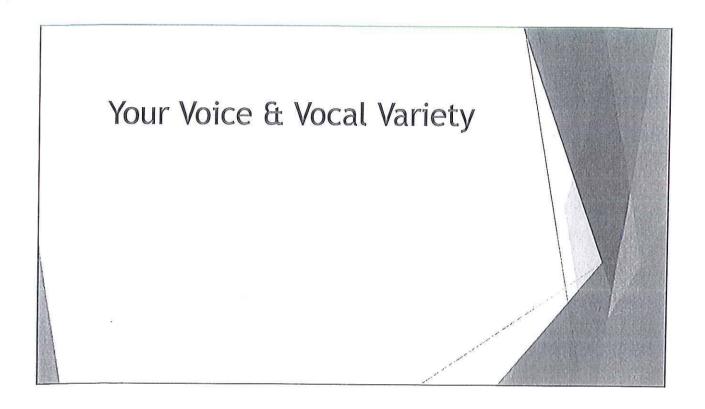








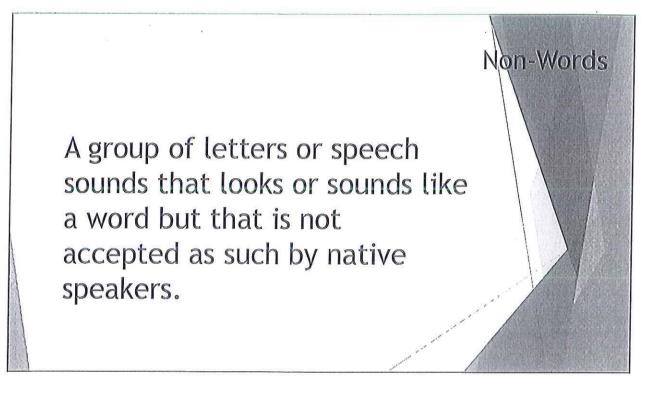


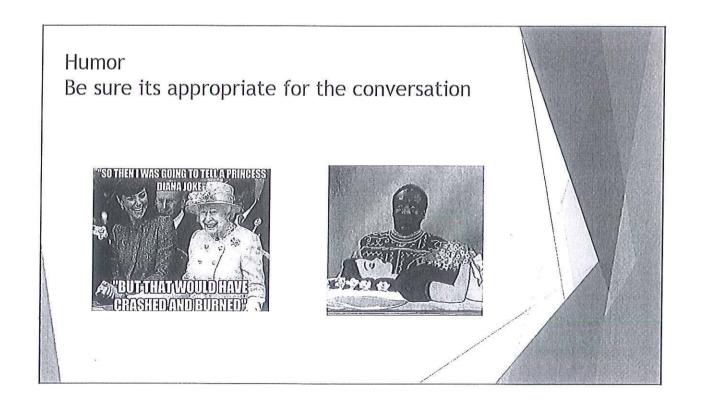


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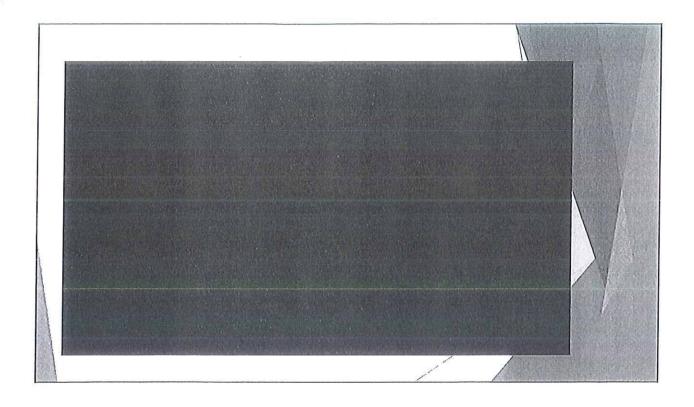
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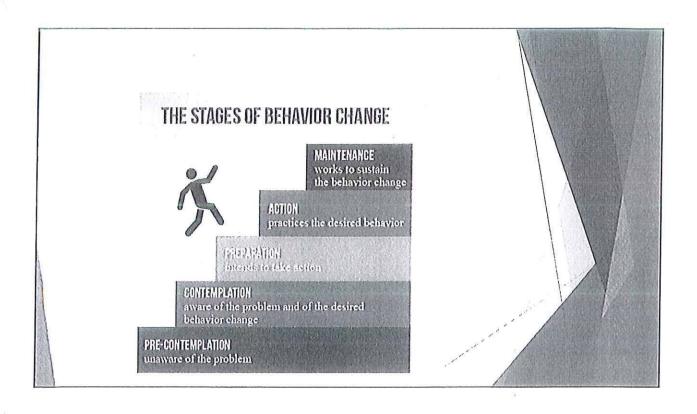
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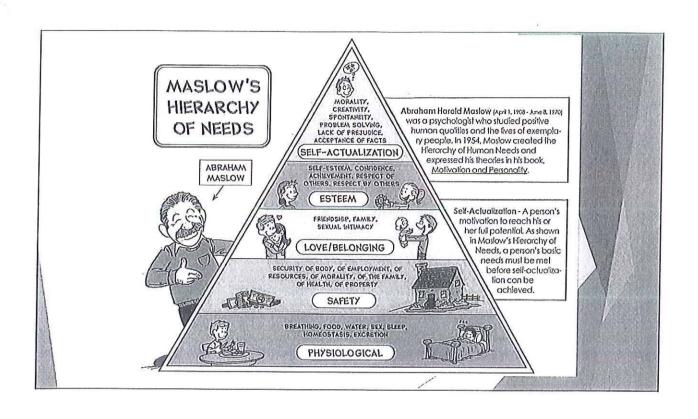


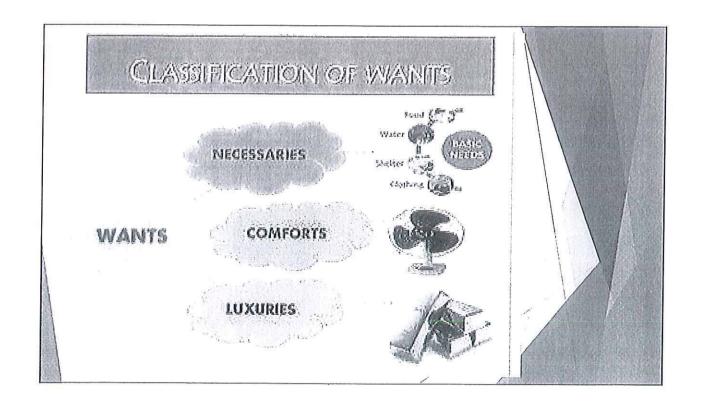
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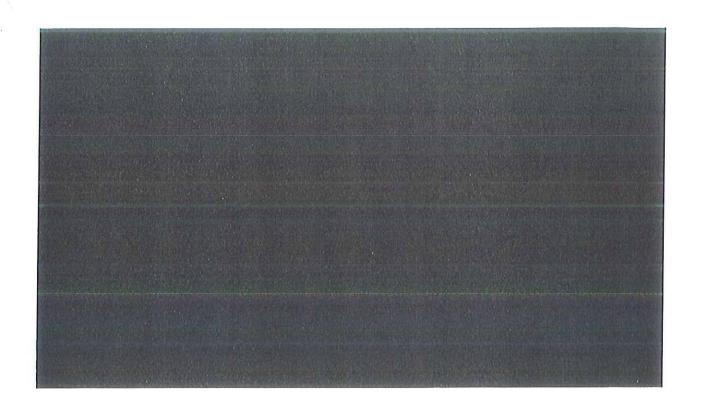
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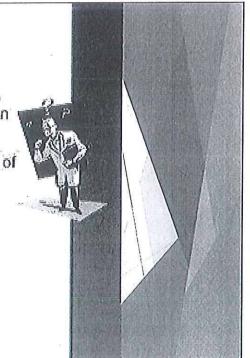






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Factors Influencing Attitude Change

- Change in social environment
- Change in behaviors.
- Due to a need for consistency.
 - Cognitive Dissonance
 - A state of tension that occurs when a person simultaneously holds two cognitions that are psychologically inconsistent, or
 - when a person's belief is incongruent with his or her behavior.

©2002 Prentice Hall

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Understanding and Building
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- Vasudevan

12

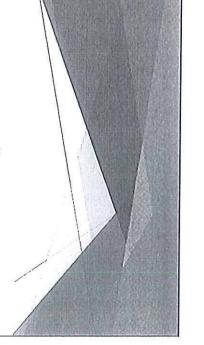
How do Emotions Affect Behavior?

Positive Effect

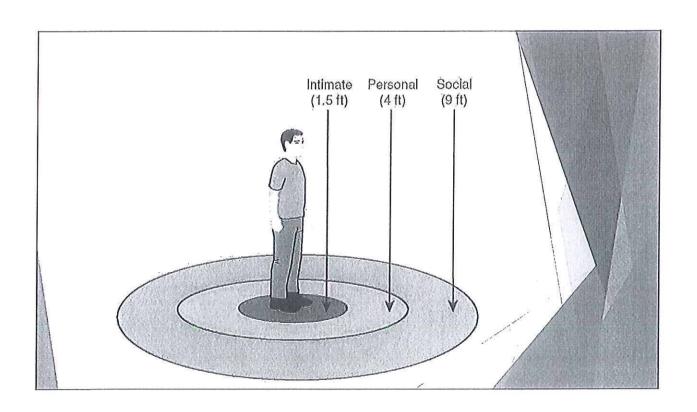
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- Energize our motivation to act
- Help us get "in tune" with others

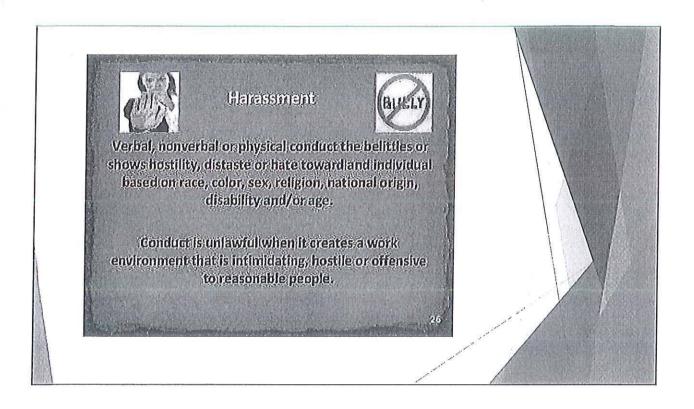
Negative Effect

- Cause behavior to be unorganized or socially disapproved
- Create barriers to behavior



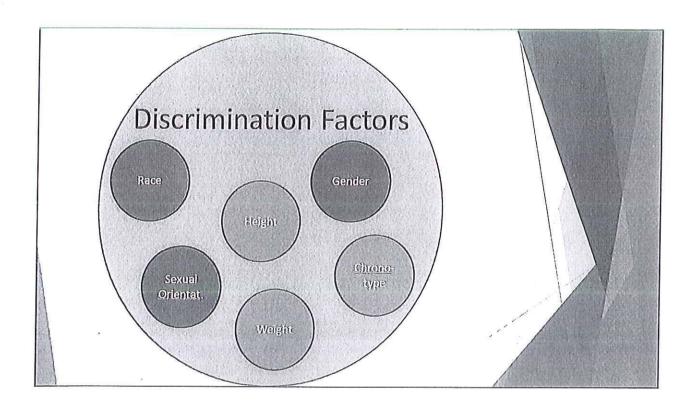
Proxemics is the study of human spatial requirements and the effects that population density has on behavior, communication, and social interaction. Proxemics is among several subcategories in the study of nonverbal communication. Other prominent subcategories of nonverbal communication include haptics (touch), kinesics (body movement), vocalics (paralanguage), and chronemics (structure of time).

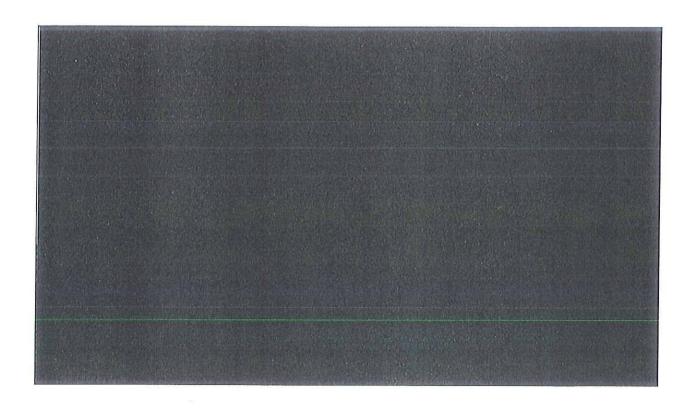




- Body language
- Eye contact or gaze
- Physical touch
- Cultural differences

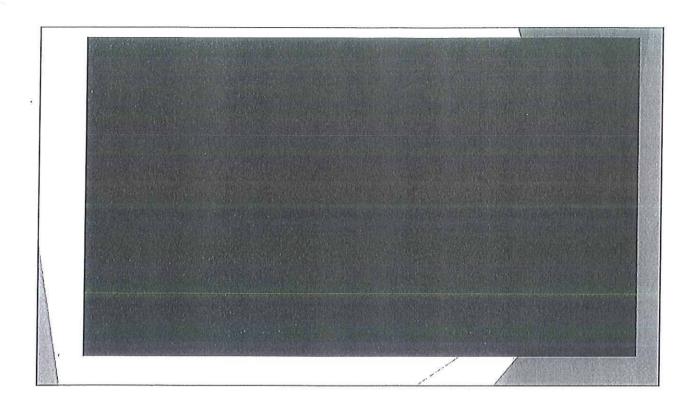
Non-Verbal Discrimination





What are some of the prejudices that interfere with the image of a professional Police Officer?

Sexual harassment is described as a range of actions involving the harassment of a person due to his/her sex. Actions may include unwelcome sexual advances, requests for sexual favors, verbal or physical harassment of a sexual nature, or the creation of a hostile working environment. Sexual harassment often involves bullying or coercion, and the harassers typically have social or economic power over the victim. Sexual harassment is a form of illegal employment discrimination in many countries, although the legal and social definitions of sexual harassment vary by jurisdiction and culture.





STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFIC	CER: (Last)	(First)	/MI)	DEPARTME	NT: _ŀ	Hartford		POS	ST ID#	*
www.	W-1200000		(MI)							
Firea	arms Qualificatio	n per GN 03-	3 "Each 3 he	our class wi	ill cons	sist of o	one-hour cl	assroom	ı time	and two
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Hanag	gun Qualification S	core		Remedial Tr	aining	Require	ed: Yes		No	
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Signa	ture:			(Only requ	ired if o	officer red	ceiving trainin	ıg is a Fire	arms Ir	nstructor)
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	**I am a cui	rrently certified	d POSTC inst	ructor in eac	h of the	<u>e instruc</u>	ctional areas	s taught a	bove	
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his forn	m must be maintaine	ed for each offic	cer by the polic	ce departmen	t's train	ing office	er. It is docur	mentation	of revie	ew training
redit no nd Traii	ours received. For au ning Council.	udit purposes, a	a copy of this to	orm <u>must be r</u>	<u>orovide</u>	<u>d</u> when r	equested to	the Police	Officer	r Standards
		claned by h	ath the offic	ar receiving	- Araini	bac and	the Donart		-talaa	-ffi-au
3 10	nis form must be	Signed by be)th the onice	er receiving	trainii	ng anu	tne Deparu	nents u	amng	officer
I have	e read and signed t	this form and a	attest that the	information	provid	led here	in is true and	d accurat	e to the	e best
of my	knowledge. I und	lerstand that in	ntentionally m	naking a false	e writte	en staten	nent that I de	lo not beli	ieve to l	be true
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STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

OFFI			DE	PARTMEN	T:			POST ID#	
	(Last)	(First)	(MI)		71.				
			MANDA	TORY HOU	IRS =	= 28			
Fiream	ns Rape Crisis Do	mestic }		Handling		lice and	Patrol	Gang	Bigotry or
10 - 10 1 1 mark 0 com h		olence F		Juveniles		Law	Procedures	Violence	Bias Crime
(9 2	2	3	1		7	2	1	1
Electi	ve Hours = 32. Maximu	m number of	hours in anv	single area	is 16	except in	area 3 which	n is 24	
	w ^(e)								
Firear	ms Qualification per GI	N 03-3. (Eac	n 3 hour clas	s will cons	ist of	f one hou	r classroom	time on use of	force and
two n	ours of range for a total	or 9 nours	in the three y	ear period)				
	(Minimum passing fire	earms qualif	ication score	e= 80% of a	min	imum 60	round POST	C approved co	ursel
		10.00						o approved oo	4100)
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2	Police and the Law	5		ninal Invest		ons		Management	
3	Practical Skills	6	Patr	ol Procedu	res		9	Executive	
				Co	lirea	Course			
rea		Topic			nrs.	credit	Date	** Instructor	Signature
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601A	Intoximeter Certification			~ /	1	1		Mech	
502	Crime scene Processi		1	1		- Int land			
509	Explosives and Incendiary Devices					1		51 11 11	2 -400
518	Child Abuse & Neglect				3	3		V V	2000
	Minimal Facts for First							Theren	oo bhasa
									*
	**I am a currently o	certified PO	STC instructo	or in each c	of the	instruct	ional areas t	aught above	
	INSTRUCTOR NA	ME (PRINT)		INSTRU	JCTC	OR ID#		KPIRATION DA	TE
Teresa	Velez			2566			12/31/18		

This form must be maintained for each officer by the police department's training officer. It is documentation of review training credit hours received. For audit purposes, a copy of this form <u>must be provided</u> when requested to the Police Officer Standards and Training Council.

2595

2350

2785

1/31/19

2/28/17

4/20/17

This form must be signed by both the officer receiving training and the departments training officer

"I have read the co	entents of this form and attes	t that the information provided is true and accurate	2, "
111	(Signate	ure and date)	
TWANING OFFICER			
TIMMONING PREFICED	DATE	OFFICER RECEIVING TRAINING	DATE

Michael Diana

Jonas Riccitelli

Karen Diaz



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

OFFICER:				DEPARTMENT:				POST ID#				
		(Last)	(First)	(MI)							600	
				MA	NDAT	ORY HO	URS =	28				
Firear	ms 9	Rape Crisis	Domestic Violence 2	Human Relations 3		andling uveniles 1	0	ice and Law 7	Patrol Procedure 2	s	Gang Violence 1	Bigotry or Bias Crime 1
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TRA	AINING	OFFICER		DATE	3)	9	OFFICI	ER REC	EIVING TRA	ININ	G I	DATE



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS.

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Area 403		Poli	Topic ice & The Pu	uhlic		hrs 1	credit	Date	/		or Signature
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There	esa v	elez				2566		12/31/2018	\$		
co									**		
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STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

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		(Last)	(First)	(MI)		-					Simon Simon
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			nours of rar	nge for a tota	al of 9 hours	in the	three-y	ear period.	"		
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Handa	un Oua	lification Co				2 2 3					
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Signat	ture:				(Only requ	ired if o	officer rec	eiving trainin	ig is a Fire	arms In	structor)
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There	esa Ve	elez				2566		12/31/2018			
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(Last)

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OFFICER:

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL **REVIEW TRAINING CREDIT REPORT**



POST ID#

RECERTIFICATION REQUIRES 60 HOURS

MANDATORY HOURS = 28

DEPARTMENT:

Firea	rms 9	Rape Crisis 2	Domestic Violence 2	Human Relations 3	Handling Juveniles 1		lice and Law 7	Patrol Procedure 2	s Gang s Violend 1		Bigotry or Bias Crime 1
Elec	tive Hou	urs = 32. Max	imum numbe	r of hours in any	single area	a is 16,	except	in area 3 whi	ch is 24.		
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404	Juver	nile Law / Dea	ling with Juv	/eniles		1	1		7/0	N	
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TRA	AINING	OFFICER		DATE	-	OFFICI	ER RECI	EIVING TRAI	NING	D.	ATE
OSTC-50)									Rev 7	7-12-2010



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFIC		D	EPARTMENT	: Ha	artford		POST	ID#	
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Firea		per GN 03-3 "Each 3 hou ours of range for a total c						ime a	nd two
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1	INSTRUCTOR	NAME (PRINT)	INSTRU		R ID#		PIRATION	DATE	
Nicol	e Mordasiewicz		38	982		10/31/2020			
credit hou and Trair	urs received. For audit ning Council.	for each officer by the police t purposes, a copy of this for	m <u>must be pro</u>	ovided	when re	equested to th	ie Police C	Officer	Standards
credit hou and Trair	urs received. For audit ning Council.	for each officer by the police t purposes, a copy of this for gned by both the officer	m <u>must be pro</u>	ovided	when re	equested to th	ie Police C	Officer	Standards
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Juvenile Law [404]

1	At what age are Juveniles held responsible for their behavior? A. 10 B. 19 C. 16
	D. 18
2.	A Juvenile under the age of is found in the need of protective services, cannot be found guilty. A. 14 B. 6 C. 8 D. 10
3.	Juveniles can be held in detention for only hours. A. 32 B. 16 C. 72 D. 48
4.	For the purpose of family with service needs matters and proceedings, Child means any person under years of age. A. 17 B. 14 C. 10 D. 8
5.	"Youth" is defined as any person under sixteen or Seventeen who has been legally emancipated. A. True B. False
6.	After locating a Youth In Crisis (YIC), the Officer shall hold the youth in protective custody for up to 12 hours, in a cell designed or used for adults. A. True B. False



Hartford Police Department

253 High Street Hartford, Connecticut 06103 -860-757-4000



In accordance with Connecticut General Statute 10-233h, any Officer who makes an arrest of a person who is at least seven years of age but less than twenty-one years of age and an enrolled student, must notify the Superintendent of Schools of any arrest of any such student for: violation of section 53-206a (Carrying a Dangerous Weapon), any class A misdemeanor or any Felony. The notification must be done orally no later than the end of the weekday following such arrest and in writing within 72 hours of such arrest.

Oral notification must be made via telephone at (860)695-8401.	Time notified: Initials:
Written notification must be faxed to (860)722-8502.	Time notified: Initials:
Original must be submitted to the Records Division and a copy	to SID.
Hartford Police Case Number:	
Student's Name:	
Date of Birth:	
Address:	
Parent/Guardian:	
Phone Number:	
School Attended:	
Date of Arrest:	
Location of Arrest:	
Charges and Statute Number:	
Brief Description of Incident:	
Arresting Officer Name and Code:	

		(

POST Credit Make Up Exam:

B. False

Juvenile Law [404]

1.	At wha	it age are Juveniles held responsible for their behavior?
	A.	10
	В.	19
	C.	16
	D.	18
2.	A Juver	nile under the age of is found in the need of protective services, cannot be found
	guilty.	, , , , , , , , , , , , , , , , , , , ,
		14
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3.	Juvenile	es can be held in detention for only hours.
	A.	
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	C.	72
	D.	48
4.	For the	purpose of family with service needs matters and proceedings, Child means any person
		years of age.
	A.	
	В.	14
	C.	10
	D.	8
5.	"Youth"	' is defined as any person under sixteen or Seventeen who has been legally emancipated.
		True
	В.	False False
6.	After lo	cating a Youth in Crisis (YIC), the Officer shall hold the youth in protective custody for up
		ours, in a cell designed or used for adults.
	A.	True

- 7. A consequence relating to Serious Juvenile Offenses (SJO) is:
 - A. Automatic admission into detention center, regardless of population
 - B. The Juvenile may be convicted of Criminal Possession of body armor (C.G.S. 53a-217d)
 - C. May be convicted of criminal possession of a firearm or electronic defense weapon (C.G.S. 53a-217c)
 - D. All of the above
- 8. An alternative to taking a Juvenile into custody would be to release the Juvenile to his or her parent(s) or guardian(s)
 - A. True
 - B. False
- 9. In Juvenile court, Juveniles have the same constitutional rights as adults except:
 - A. The right to bail
 - B. The right to a jury trial
 - C. The right to a public trial
 - D. All of the above
- 10. A spontaneous utterance made to a police officer will likely be inadmissible in court against the Juvenile who made it.
 - A. True
 - B. False

404 Juvenile Law

Dealing With Juveniles

Performance Objectives

Purpose of Juvenile Law

- To Provide the basic information needed by the officer in the field when dealing with children

 The law and the court system do not deal with juvenile offenders in the same way they deal with adult offenders. Although the juvenile may have broken the law, the major purpose of the juvenile courts is not to punish but to try to help and guide the offender and his or her parents.

Scope of and Authority of the Juvenile Court (cont.)

- Generally, Juvenile court has control over persons under the age of 19. When they reach
- age 19, they are treated the same as adults.
- Under age 10-child is found in need of protective services, cannot be found guilty
- of criminal behavior

Instructional Goals

This course will cover;

- The rights of Juveniles
 The disposition of Juveniles taken into
- Juvenile Court procedures
 Proper attitudes, methods and techniques that an officer should use:
- · When dealing with Juveniles

Performance Objectives (cont.)

- Another purpose of Juvenile courts is to protect the rights of innocent Juveniles. One of the most important features of juvenile court is that the offender will not end up with an adult criminal record.

 This lesson is intended to highlight relevant issues and address the most commonly encountered situations

 To answer questions asked to court officals by the police

Scope of and Authority of the Juvenile Court (cont.)

- Between 10 and under19-child can be found delinquent because of criminal behavior

 Between 14 and under19-child can be found
- guilty of a crime if certified and tried as an adult.
- Age 16 and over- child can be tried as an adult on charges of first-degree murder (without a certification process)

Instructional Goals (continued)

- The societal pressures of adolescents
- > Characteristics and problems of youths
- The need for strong Juvenile community
- relations

 Overview of the community agencies that work with youths

AT-WHAT-AGES-ARE JUVENILES HELD RESPONSIBLE FOR THEIR BEHAVIOR?

Scope of and Authority of the Juvenile Court (cont.)

- Age 16 and over, minor traffic offenses
- handled by traffic court (same as adult)

 Age 16 and over, major traffic offenses
 handled by juvenile court
- Age 19 and over, tried as an adult.

"Raising the Age" PA 09-7 & PA 10-01

Scope of and Authority of the Juvenile Court (cont.)

- Connecticut's Justice system considers anyone 17 or older an adult. People younger than 17 are often tried as adults if their charges are deemed serious.
- By January 1, 2012- Anyone eighteen years of age or younger

Juvenile Rights (cont.)

- The juvenile has a right to an attorney, which will be appointed by the court if the person cannot afford one.
- cannot alford one.

) Juveniles can be held in detention for only 72
 hours. If the fate of the juvenile has not been
 decided, he or she must be released or told
 why they have not been released.

) Juveniles who have been referred to adult
- court have the same rights as adults.

Scope of and Authority of the Juvenile Court

- As of January 1, 2010, non-violent 16year-olds are to be returned to the Juvenile system. 17-year-olds are scheduled to also get juvenile protection starting in 2012.
- A person under 16 who violates any federal or state law or municipal or local ordinance, except an ordinance regulating FWISN behavior.
- An unemancipated person age 16 who violates any federal or state law other than

US v Gault pages 1 (1957)

- › In re Gault
- In re Gault
 Was a landmark U.S. Supreme Court decision which established that under the Fourteenth Amendment to the United States Constitution, juveniles accused of crimes in a delinquency proceeding must be afforded many of the same due process rights as adults such as the right to timely notification of charges, the right to confront witnesses, the right against self-incrimination, and the right to counsel.

WHAT ARE THE BASIC STEPS IN THE JUVENILE COURT SYSTEM?

Although the steps vary depending on whether the juvenile is in the court because of a need for services or is involved in a delinquency matter, there are basic steps that are similar in both juvenile processes.

Scope of and Authority of the Juvenile Court (cont.)

- An infraction;
- A violation;
- a motor vehicle offense or violation of chapter 248, or
- A violation of a municipal or local ordinance

WHAT RIGHTS DO JUVENILES HAVE?

- In Juvenile Court, juveniles have the same constitutional rights as adults except the right to bail, the right to a jury trial, and the right to a public trial.
- This means:
- The juvenile must be told why he or she is being taken into custody or being
- asked to make a court appearance.

BASIC STEPS IN THE JUVENILE COURT SYSTEM (cont.)

- · A juvenile is taken into custody
- A juvenile may not be taken into custody without a hearing unless the following three circumstances exist:
- a. The juvenile surroundings are harmful to the child's health and safety.
 b. The juvenile has done something illegal
- and is picked up according to the laws of

BASIC STEPS IN THE JUVENILE COURT SYSTEM (cont.)

- . c. A peace officer believes or knows the following:

 the juvenile is a runaway
- · Is in surroundings that are harmful
- the juvenile has violated the terms of parole/probation, is a juvenile petty offender, or has committed a delinquent act.

BASIC STEPS IN THE IUVENILE COURT SYSTEM (cont.)

A summons is sent

- . Once the petition is file, the court will set a date for a hearing and send a notice, or summons, to the parent or guardian for
- the child to appear with the child at the date specified.

BASIC STEPS IN THE IUVENILE COURT SYSTEM (cont.)

- s transfer legal custody to county welfare board
- or home school, or

 to the county probation officer for placement
 in a licensed foster care home, or
- transfer you to the custody of the commissioner of corrections. The placement with corrections means you will be placed in a juvenile detention center for a specified period of time.

BASIC STEPS IN THE JUVENILE COURT SYSTEM (cont.)

A petition is filed

- A petition is a piece of paper filed with the juvenile court by someone who
- believes you have committed a delinquent act or are in need of protection and/or other

BASIC STEPS IN THE JUVENILE COURT SYSTEM (cont.)

A hearing is held

The hearing is a private, informal meeting to determine what, if any, services the juvenile requires or whether the juvenile should be considered delinquent.

Juvenile Justice System

· What is a youthful offender?

A 17-year-old can petition to be treated as a youthful offender. Upon satisfactory completion of all court-required sanctions, the youth's record will be sealed, as it automatically is in juvenile cases. Youthful offenders, however, go to adult court, serve their sentences in facilities run by adult corrections and do not have access to the education and counseling mandated for juveniles. Furthermore, youthful offender status can be revoked at the prosecutor's discretion.

BASIC STEPS IN THE JUVENILE COURT SYSTEM (cont.)

The petition must state:

child

- > the facts which bring the child before court, the name, date of birth and address of the
- , the name and address of the parent or

BASIC STEPS IN THE JUVENILE COURT SYSTEM (cont.)

A disposition is made

- At the end of the hearing the Judge will make a decision or disposition about what will happen next. The judge may do any of the following:
- counsel you and your parent or guardian
- place you under the supervision of a probation officer
- » place you in group foster care

Juvenile Justice System (cont.)

The Juvenile Justice system is rehabilitative and so requires young people to get counseling, attend school and take advantage of other opportunities that will make them less likely to reoffend. Youth in the adult system rarely even have the option of doing these things.

Juvenile Justice System (cont.)

- Young people are held accountable for their crimes in the juvenile system. In fact, they are likely to receive more restrictive sentences in juvenile court than in adult court, where their crimes are seen as relatively minor.
- Ultimate goal is to:
- Increase children who are ready for school,
- . Increase in children who succeed in school,

Terminology specific to Juvenile Court

Different terms are used when dealing with juveniles as compared to adults.

ADULT Crime Arrest Charge Guilty plea Not guilty plea

Trial Verdict of guilty

Verdict of not guilty
Sentence

Delinquent Act Custody Petition/ Referral Admission Denial Hearing Delinquent Not delinquent Disposition

IUVENILE

"Child" (cont.)

- Subsequent to attaining seventeen years of age, violates any order of the Superior Court or any condition of probation ordered by the Superior Court with respect to a delinquency proceeding, or
- Willfully fails to appear in response to a summons under section 46b-133 or at any other court hearing in a delinquency proceeding of which the child had notice,

Juvenile Justice System (cont.)

- Decrease in children who are unsupervised after school,
- Increase in youth who choose healthy behaviors and become successful working adults,
- Decrease in juvenile suicide,
- Decrease in juvenile crime,

Superior Court-Juvenile Matters

Criminal Court Delinquent Act Serious Juvenile Offense Serious Juvenile Repeat Offender Convicted Juveniles who Violate court order or Term of Probation Civil Court Family With Services Needs Youth in Crisis

"Child" (cont.)

For the purposes of family with service needs matters and proceedings, child means a person under seventeen years of age.

Juvenile Justice System (cont.)

 Finally, juvenile records are sealed. This helps with school and job applications, thus creating more opportunities to contribute to society.

Juveniles Under Jurisdiction of the Juvenile Court

- Guernie Court

 'Child' Is defined as any person under eighteen years of age who has not been legally emancipated, except that

 (A) for purposes of delinquency matters and proceedings, "child" means any person under seventeen years of age who has not been legally emancipated, or

 Seventeen years of age or older who, prior to attaining seventeen years of age, has committed a delinquent act and/or,

Juveniles Under Jurisdiction of the Juvenile Court (cont.)

- "Youth" is defined as any person under sixteen or
- > Seventeen who has not been legally emancipated

Circumstances a Juvenile comes under jurisdiction of the Juvenile Court

- Abused
- > Mentally Deficient
- Delinquent
- > TIC- Take Into Custody
- Dependent
 Family With Service Needs (FWISN)
- Neglected

Abused (cont.)

 (C) is in a condition that is the result of maltreatment such as, but not limited to, malnutrition, sexual molestation or exploitation, deprivation of necessities, emotional maltreatment or cruel punishment; CONN. GEN. STATS. §46b-120(3)(2008).

DELINQUENT (cont.)

(C) conditions of probation as ordered by the court; CONN. GEN. STATS. §46b-120(6)(2008).

Circumstances a Juvenile comes under jurisdiction of the Juvenile Court (cont.)

- . Uncared for
- Delinquent act
- , Serious juvenile offense
- > Serious Juvenile offender
- , Serious juvenile repeat offender
- · Alcohol-dependent
- Drug-dependent
- Diagnostic and Statistical Manual of Mental Disorders

MENTALLY DEFICIENT

MENIALLY DEFICIENT

» who, by reason of a deficiency of intelligence
that has existed from birth or from early age,
requires, or will require, for his protection or
for the protection of others, special care,
supervision and control; 46b–120(5)(2008).

DEPENDENT

whose home is a suitable one for the child or whose nome is a suitable one for the child or youth, save for the financial inability of parents, parent, guardian or other person maintaining such home, to provide the specialized care the condition of the child or youth requires; CONN. GEN. STATS. §46b–120(6) (2008).

- » a child or youth
- (A) has been inflicted with physical injury or injuries other than by accidental means, or
-) (B) has injuries that are at variance with the history given of them, or

DELINQUENT

- who has violated
- (A) any federal or state law or municipal or local ordinance, other than an ordinance regulating behavior of a child in a family with service needs,
- (B) any order of the Superior Court, or

Neglected

- , (A) has been abandoned, or
 , (B) is being denied proper care and attention, physically, educationally, emotionally or morally, or

Neglected (cont.)

- (C) is being permitted to live under conditions, circumstances or associations injurious to the well-being of the child or youth, or
- (D) has been abused;

DRUG-DEPENDENT CHILD (cont.)

- No child shall be classified as drug dependent
- who is dependent

 (A) upon a morphine-type substance as an incident to current medical treatment of a demonstrable physical disorder other than drug dependence, or

Neglect:

- Negree...

 A child or youth under age 18 or age 21 who attends secondary school/ technical school/ state accredited Job training/ college

 Has been abandoned
- Is being denied proper care and attention physically, educationally, emotionally, or morally

ALCOHOL DEPENDENT CHILD

any child who has a psychoactive substance dependence on alcohol as that condition is defined in the most recent edition of the American Psychiatric Association's
"Diagnostic and Statistical Manual of Mental
Disorders"; Conn. Gen. Stats. § 46b-120(15)

DRUG-DEPENDENT CHILD (cont.)

(B) upon amphetamine-type, ataractic, barbiturate-type, hallucinogenic or other stimulant and depressant substances as an incident to current medical treatment of a demonstrable physical or psychological disorder, or both, other than drug dependence, Conn. Gen. Stats. § 46b-120 (16)(2008).

Neglect (cont.)

- Is being permitted to live under conditions, circumstances, or associations injurious to the well-being of the child or youth
- Has been abused
- A child or youth may be found uncared for who is homeless or whose home cannot provide the specialized care that the physical, emotional, or mental condition of the child

DRUG-DEPENDENT CHILD

any child who has a psychoactive substance dependence on drugs as that condition is defined in the most recent edition of the American Psychiatric Association's "Diagnostic and Statistical Manual of Mental Disorders". Imminent Risk of Serious Harm Any child or youth who has been placed at imminent risk of

- serious harm.
- Child Under Thirteen (13) with Venereal
 Disease: A physician or facility must report to
 the DCF Hotline upon the consultation,
 examination or treatment for venereal disease of any child not more than 12 years old.

Emotional Abuse

Principy to the psychological capacity or emotional stability of the child as evidenced by an observable or substantial change in behavior, emotional response, or cognition," or as evidenced by "anxiety, depression, withdrawal, or aggressive behavior."

Abandonment

> it is considered abandonment of the child when the parent's identity or whereabouts are unknown, the child has been left by the parent in circumstances in which the child suffers serious harm, or the parent has failed to maintain contact with the child or to provide reasonable support for a specified period of time.

Definitions (cont.)

- > TIC- Take Into Custody > Dependent
- whose home is a suitable one for the child or youth, except for the financial inability of the child's or youth's parents, parent or guardian, or other person maintaining such home, to provide the specialized care the condition of the child or youth requires

FWSN (cont.)

- is a truant or habitual truant or who, while in school, has been continuously and overtly defiant of school rules and regulations, or is thirteen years of age or older and has engaged in sexual intercourse with another person and such other person is thirteen years of age or older and not more than two years older or younger than such child or youth.

Truant

a child age five to eighteen inclusive, who is enrolled in a public or private school and has four unexcused absences from school in any one month or ten unexcused absences from school in any school year" CONN. GEN. STAT. §10–198a(a) (2007).

Definitions (cont.)

- "Youth in crisis" any person seventeen years of age who has not been legally emancipated and who, within the last two years,
- who, within the last two years,

 Has without Just cause run away from the parental home or other properly authorized and lawful place of abode,

 Is beyond the control of the youth's parents, guardian or other custodian, or

 Has four unexcused absences from school in any one month or ten unexcused absences in any school years.
- school year:

Definitions (cont.)

Uncared for

 who is homeless or whose home cannot provide the specialized care that the physical, emotional or mental condition of the child or youth requires.

Habitual Truant

Habitual Iruant
, means a child age five to eighteen, inclusive, enrolled in a public or private school and has twenty unexcused absences within a school year CONN. GEN. STAT. §10-200 (2007).

Definitions (cont.)

Family With Service Needs (FWISN)

- Family With Service Needs (FWISN)

 means a family that includes a child / youth sixteen but under seventeen years of age who;

 has without just cause run away from the parental home or other properly authorized and lawful place of abode,

 is beyond the control of the child's or youth's parent, parents, guardian or other custodian,

 has engaged in Indecent or Immoral conduct,

Uncared for (cont.)

 the treatment of any child or youth by an accredited Christian Science practitioner, in lieu of treatment by a licensed practitioner of the healing arts, shall not of itself constitute neglect or maltreatment; CONN. GEN. STATS. §46b-120(9) (2008).

Definitions (cont.)

Delinquent Act

beinquent Acc

the violation by a child under the age of
sixteen of any federal or state law, except the
violation of section 53a-172 or 53a-173, or
municipal or local ordinance, except an
ordinance regulating behavior of a child in a
family with service needs,

Delinquent Act (cont.)

- the violation of any order of the Superior Court in a delinquency proceeding by a child, including a child who has attained the age of seventeen or older, except as provided in section 46b-148, or

 the violation of conditions of probation in a
- delinquency proceeding by a child, including a child who has attained the age of seventeen or older, as ordered by the court;

Referral Resources (cont.)

The final group of policies refer to the The tinal group of policies refer to the handling of juvenile nonoffenders, i.e., children from families with service needs, victims of abuse or neglect, and missing children. The policies also cover record-keeping and confidentiality.

Delinquent Act (cont.)

- the violation by a child sixteen years of age of any federal or state law, other than (i) an infraction, (ii) a violation, (iii) a motor vehicle offense or violation under [chapter 248, or]
- the violation of a municipal or local
- ordinance, or
 the violation of section 51-164r, 53a-172 or

Referral Resources

First- department organization, provides for a youth division or youth officer, and outlines relevant responsibilities including screening all reports dealing with police contact with children, reviewing all departmental court referrals of children, assessing diversion decisions, assisting field officers, developing and maintaining Juvenile offender files, and implementing juvenile delinquency prevention programs.

Superior Court–Juvenile Matters

Criminal Session

- Delinquent Act
- > Serious Juvenile Offense (SJO)
- , Serious Juvenile Repeat Offender
- Juveniles who violate any order of the court/ condition of probation or suspended commitment after turning sixteen

Delinquent Act (cont.)

the willful failure of a child, including a child who has attained the age of seventeen or older, to appear in response to a summons under section 46b-133 or at any other court hearing in a delinquency proceeding of which the child has notice

Referral Resources (cont.)

, Second -outlines procedures related to Juvenile offenders, listing factors to consider in handling juvenile offenders and options for handling them, including verbal warning and release, conference with parents and teachers, referral to Juvenile Review Board, noncustodial referral to court, or custodial referral to court.

Who can be charged as a delinquent?

Under 16 who violates:

- Any federal/ state law, except 53a-172or
- Municipal/ Local ordinance (except FWSN)
- · Willfully failed to appear for a summons under 6b-133 or 46b-133 or at any other court hearing in a delinquency proceedings of which the child had notice

Charged as a delinquent (cont.)

16 who violates:

- > Any Federal/ State law, except;
- An infraction
- A violation
- MV offense/ violation under Title 14
- A violation of Municipal/ Local ordinance
 A violation of 51–164r, 53a–172 or 53a–

Charged as a delinquent (cont.)

- An unemancipated person age 16 who violates any federal or state law other than o An Infraction
- o A violation
- A motor vehicle offense or violation of chapter 248 or
- A violation of a municipal or local ordinance

Serious Juvenile Offense (cont.)

 or (B) running away, without just cause, from any secure placement other than home while referred as a delinquent child to the Court Support Services Division or committed as a delinquent child to the Commissioner of Children and Families for a serious juvenile offense;

Charged as a delinquent (cont.)

- Violated condition of probation, in a
- delinquency proceedings

 Violated any order of Superior Court (except
 FWSN) in a delinquency proceedings prior to
 his/her 16th birthday

Serious Juvenile Offense

Serious juvenile offense-SJO

Serious juvenile offense—SJO
) the violation of, including attempt or
conspiracy to violate, [(i)] section 21a-277,
21a-278, 29-33, 29-34, 29-35,
subdivision (2) or (3) of subsection (a) of
section 53-21, 53-80a, 53-202b, 53-202c,
53-390 to 53-392, inclusive, 53a-54a to
[53a-56a] 15a-57 inclusive, 53a-59 to [53a-56a] 53a-57, inclusive, 53a-59 to 53a-60c,

Consequences Relating to Serious Juvenile Offences

- Automatic admission into detention center. regardless of population

 Four maximum commitment to DCF possible
- Four year erasure period

Charged as a delinquent (cont.)

- Violated any order of the Superior Court (except FWSN) in a delinquency hearing
- , Violated condition of probation in a delinquency proceeding

Serious Juvenile Offense (cont.)

inclusive, 53a-70 to 53a-71, inclusive, 53a-72b, 53a-86, 53a-92 to 53a-94, inclusive, 53a-72b, 53a-86, 53a-92 to 53a-94a, inclusive, 53a-95, 53a-101, 53a-102a, 53a-103a or 53a-111 to 53a-113, inclusive, subdivision (1) of subsection (a) of section 53a-122, (1) of subsection (a) of section 53a-124, subdivision (3) of subsection (a) of section 53a-123, section 53a-134, 53a-135, 53a-136a, or 53a-167c, subsection (a) of section 53a-174, or section 53a-196a, 53a-211, 53a-212, 53a-216 or 53a-217b,

Consequences Relating to Serious Juvenile Offences (cont.)

- May be convicted of crime of criminal possession of body armor (CGS 53a-217d)
 May be convicted of criminal possession of a
- firearm or electronic defense weapon (CGS

Consequences Relating to Serious Juvenile Offences (cont.)

- Ineligible to apply for a permit to carry a pistol or revolver (CGS 29-36f)
 Ineligible to apply for a permit to purchase a pistol or revolver (CGS 29-36f)
 Ineligible for Youthful Offender status between ages 16-18 (CGS 54-76b)

Superior Court-Juvenile Matters

Jurisdiction over

- Convicted Juveniles who violate any order of the Juvenile court or
- Any condition of juvenile probation or suspended commitment after turning sixteen
- A runaway from a secure facility by DCF for an SJO or OAS (Office of Alternative sanctions) while referred to as a delinquent

Superior Court-Juvenile Matters (cont.)

Family With Service Needs (cont.)

Refer a person age 16 or under who meets one of the six FWSN offense definitions as a FWSN case

Consequences Relating to Serious Juvenile Offences (cont.)

- Possible designation as Serious Juvenile Repeat Offender next time (CGS 46b-133c)
- Mandatory judicial review of committed SJO's every 18 months (CGS 46b-141(c))

Superior Court-Juvenile Matters

Civil Session

Family With Service Needs (FWSN) Who can be referred? A family with a "youth" (17 or younger) who

- › Runaway without just cause
- Is beyond control of his/ her parent/s or guardian/s,
- > Has engaged in indecent or immoral conduct,

Truancy

To locate truant students within the city of Hartford during regular school hours.
 Reengage truant students into an academic environment ensuring student attendance and compliance of school regulations and state laws for education

Serious Juvenile Offender (SJO)

Means

- > Violation of, including attempt or conspiracy to violate one of the specific offences listed
- By a person on or prior to his/ her 17th birthday
- any child convicted as delinquent for the commission of a serious juvenile offense;

Superior Court-Juvenile Matters (cont.)

Family With Service Needs (cont.)

- Is a truant or habitual truant,
- has been defiant of school rules,
- Is thirteen or older and has engaged in sexual Intercourse with another person, and such person is thirteen years of age and older, but not more than two years older or younger than such child

Dispositional Options in FWSN Cases

- Refer the child to DCF for voluntary services
- Neter the child to remain in his/ her own home or in the custody of a relative or any other suitable person subject to the supervision of a probation officer
 Commit that child to the case and custody of
- DCF for a period not to exceed eighteen

Police Duties FWSN

The officer shall

- > Promptly attempt to locate the child
- Report the location of the child to parent/ guardian
- And then may respond in one of the following ways
- Transport the child to the home of their parent/ guardian or any other person

Superior Court -: Juvenile Matters (cont.)

Who can be referred to as a Youth in Crisis (YIC)?

- A youth age 16 or 17 who has
- Runaway from home without just cause
- Been beyond the control of a parent or guardian
- Been truant from school

Police Duties YIC

The officer shall

- Attempt to locate the youth
- Report the location of the youth to the parent] guardian if the officer determines that such report does not place the youth in any physical or emotional harm

Police Duties FWSN (cont.)

- Refer the child to Juvenile court where the child is located
- Hold the child in protective custody up to 12 hours, but not

1)In a locked room or cell 2)Release the child at any time without further action

Superior Court-Juvenile Matters (cont.)

Youth in Crisis (cont.)

 Refer any 17 year old who meets one of the three YIC offense definitions as a YIC case

Police Duties YIC (cont.)

And shall respond in one of the following ways

Transport the youth to the home of their
parent/ guardian or a suitable and worthy
adult

- Refer the youth to the probate court if able to accept referral
- Hold the youth in protective custody up to 12 hours, but not

Police Duties FWSN (cont.)

 Transport or refer a child to any public or private agency serving children, with or without the agreement of the child

Youth In Crisis Petition

Include

- The facts which bring the youth within the jurisdiction of the court
- The name, date of birth, sex and residence of the youth
- The name and residence of the parent/s, guardian or other person having control of the youth
- A prayer for appropriate action by the court in conformity with provisions of this section

Police Duties YIC (cont.)

1) in a cell designated or used for adults

guardian if the officer determines that such teturn does not place the youth in any physical or emotional harm

Police Duties YIC (cont.)

In making this determination, the officer

- should consider the following:

 The youth's attitude and concerns when interviewed prior to notification
- The demeanor of the parent/ guardian at the time of making the complaint
- The demeanor of the parent/ guardian at the time of notification
- The family's known history for violence or neglect/ abuse

YIC Cases

A youth in crisis found to be in violation of a court order shall not be considered to be delinquent and shall not be punished by the court by incarceration in any state operated detention facility or correctional facility

Ways Police Officers can Control Delinquency

RECREATIONAL AND LEISURE TIME PROGRAMS ORGANIZED BY POLICE TO CURB DELINQUENCY

- Police community relations,
 Police school relations (SRO, DARE, LEAP, GREAT, etc.)
- Recreation (PAL)
- Police juvenile relations

Police Duties YIC (cont.)

- Transport or refer a youth to any public or private agency serving children, with or without the agreement of the youth
 Refer the youth to a Youth Services Bureau
 If unable to transport, refer or hold, refer the
- youth to the juvenile court

Dispositional Options- YIC Cases

- Direct DMV to suspend the youth's license for
- up to one year

 Require work or specified community service
- Mandate that the Youth In Crisis attend an educational program approved by the court
- · Require mental health services

Superior Court- Juvenile Matters (cont.)

- Neglected child
- Uncared for child
- > Termination of parental rights
- Emancipation of minors

FWSN & YIC Cases

CANNOT

- Be placed in a cell with adult offenders
- Be placed in a cell designed for a child or
- Be held in custody for more than 12 hours
- . Be admitted to a Juvenile detention center

Dispositional Options- YIC Cases (cont.)

- Refer the youth to a youth service bureau, provided one exists in the local community
- Neview the option of emancipation
 Order a runaway youth to be subject to the control of the youth's parent, guardian, foster parent or other custodian up to the age of eighteen

Emancipation

What are the effects of emancipation?

- The minor
- May consent to medical, dental or psychiatric care, without parental consent, knowledge or
- May enter into a binding contract
- May sue and be sued in their own name

Emancipation (cont.)

- Shall be entitled to such minor's own earnings and be free of control by such
- minor's parents or guardian

 May establish such minor's own residence
- May buy or sell real and personal property
- May not thereafter be the subject of child protection, delinquency, FWSN or YIC petition

Emancipation (cont.)

- The minor may execute releases
- . May enlist in the military without parental consent

Automatic Transfer of Juveniles to **Adult Court**

- Adult Court

 Adult Court

 Juveniles age 14 or 15 charged with a Class A or B
 felony are automatically transferred to the adult
 criminal court. Additionally, juveniles age 14 or 15
 charged with a Class C or D felony or with an
 unclassified felony may be transferred to the adult
 criminal court upon a motion by the Juvenile
 prosecutor and order of a Juvenile Matters Judge
 (discretionary transfers).
 Juveniles charged with certain Class A sexual
 assault offenses, a Class B felony and the
 Superior Court for Juvenile Matters upon order of a
 Judge In the adult court.

Emancipation (cont.)

- , May enroll in any school or college, without parental consent
- Shall be deemed to be over 18 years of age for the purpose of securing an operator's
- license and a marriage license

 Shall be deemed to be over 18 years of age for the purpose of registering a motor vehicle

Parental liability for acts of juveniles

- CGS 52-572 torts
- Parent/s or guardian/s of unemancipated minors where the minor willfully and maliciously damages property or injures any person, or
- having taken a motor vehicle without the permission of the owner, damages it.

Automatic Transfer of Juveniles to Adult Court (cont.)

Juveniles confined in a detention center and subsequently transferred to the adult court may be placed in the custody of the Department of Correction and held in an adult correctional facility, usually Manson Youth Institution for males and York Correctional Institution for females, both pretrial and following conviction.

Emancipation (cont.)

- > The parents of the minor shall no longer be the guardian of the minor , The parents of the minor shall be relieved of
- any obligations respecting such minor's school attendance
- The parents of the minor shall be relieved of all obligation of parental liability

Parental liability for acts of juveniles (cont.)

In such a case, the parent is jointly and severally liable with the minor for damages up to five thousand dollars if the minor or minors would have been liable had they been an adults.

Discretionary Transfers

Juveniles charged with certain Class A sexual assault offenses, a Class B felony and the "discretionary transfers" can be returned to the Superior Court for Juvenile Matters upon order of a Judge in the adult

Alternatives to Taking into

- Custody

 Questioning, warning, and release in the community. The least severe sanction is when an officer questions a youth for a possible minor offense, and gives a warning and reprimand on the street without taking formal actions.
- Release the juvenile to his or her parent/s or quardian/s
- Take a report detailing the juvenile's problems and/ or activities and releasing the juvenile

Alternatives to Taking into

Custody (cont.)

Issuling a summons and referring to Juvenile court.
The police officer can issue a summons and refer the youth to Juvenile court. The prosecuting attorney and the judge assigned to the juvenile court then determine whether a formal delinquency petition should be filed.

Taking a Juvenile Into Custody (cont.)

If a detention center is felt to be too restrictive, and an appropriate parent or foster home is not available, a youth detention hearing occurs after the youth's referral in which a judge must determine whether the second parents. whether there is sufficient reason to continue to detain the juvenile. The judge can decide that the Juvenile may be placed in a shelter care facility that might be either a private home or a group home.

Alternatives to Taking into Custody (cont.)

- Take a report detailing the juvenile's problems and/ or activities and releasing the Juvenile but filing a summons
- Detain the juvenile and initiate informal proceedings with the juveniles parent/s or guardian/s

Taking a Juvenile Into Custody

- Juveniles are taken into custody when;
- Serious Juvenile Offense charge or warrant and, TIC or Order to Detain signed by Judge
- Take Into Custody Order,
- Order to Detain,
- They are considered dangerous,
- When there is a lack of parental supervision, or

Taking a Juvenile Into Custody (cont.)

Removing juveniles from their homes and detaining them in juvenile centers is considered a last resort

Alternatives to Taking into Custody (cont.)

- Custody (cont.)

 Detain the Juvenile, contact the parent/s and or guardian/s and write a summons, referring the Juvenile to Juvenile court. The police officer then releases the youth to the parents on the condition that they will report to the court when ordered to do so.

 Diverting minor offenders from the Juvenile Justice system to a Juvenile Review Board that provides counseling and social services is considered preferable for many first-time offenders and troubled youth.

Taking a Juvenile Into Custody (cont.)

- When there is a high probability that they will not report to the court when ordered to do so.
- report to the court when ordered to do so.

 Taking to a detention center. The police officer can issue a summons, refer the youth to the juvenile court, and take him or her to a detention center. The intake officer at the detention center must be contacted before a juvenile is transported to the fertilist.

Juvenile Summons Procedure

- Child and family must be summoned to the court that serves the child's town of
- · Unless told otherwise by your court, use 9:00 Am for the time on all Summons tickets Be sure the Summons part of the ticket is
- filled out completely and go over it with the family

Juvenile Summons Procedure (cont.)

- Any time a child is released to the custody of anyone other than the parent, a follow up call to the parent should be made to make sure the parent is aware
- If the adult accepting custody of the juvenile from the police is not personally known to the officer, the officer should verify the identity of the adult and note the source of verification in the report

What are the release options are there for juveniles?

Release of Juveniles (cont.)

Notification may be

Telephone, email or text message, that is acknowledged

Provide a Copy

- By certified mail with a written receipt
- Facsimile with a written return acknowledgement

Juvenile Summons Procedure (cont.)

) If the adult accepting custody of the juvenile from the police refuses to sign the Promise to Appear section of the Summons form, the officer should verify the identity of the adult, note the source of verification in the report and indicate that the person refused to sign the form

Release of Juveniles

- Release the child to the custody of the child's parent or parents, guardian or some other suitable person or agency
- At the discretion of the officer and after every reasonable effort has been exhausted, release child to the child's own custody,

Release of Juveniles (cont.)

 Document efforts and steps taken to notify the parent/ guardian and to provide them with a copy of the ticket/ summons in the police incident report

Juvenile Summons Procedure (cont.)

 Police report should be notarized in the event that the prosecutor determines that the detention of the juvenile is necessary at any time during the prosecution of the case

Release of Juveniles (cont.)

- If such child is released to the child's own custody, the officer shall make reasonable efforts to notify and to provide a copy of a written complaint and summons to
- the parent or guardian or
- some other suitable person or
- agency prior to the court date on the summons

Release of Juveniles (cont.)

- Immediately turn the child over to a juvenile detention center
- When not placed in detention the officer shall serve a written complaint and summons on the child and the child's parent, guardian or other person having control of the child

Release of Juveniles (cont.)

What if a 16 year old is a "child" & an "adult" in the same case?

the same case?

A person who is a child and an adult in the same case may be released on the adult charge using any option available for the adult charge (promise to appear) aka PTA or

Release of Juveniles (cont.)

Notify

- May be made by phone, email or text message that is acknowledged
- › Provide a Copy
- . May be by certified mail with a receipt, facsimile that is signed and returned

Police Reporting to School Superintendant

- If any person who is at least seven years of age but less than twenty-one years, of age and an enrolled student is arrested for a violation of section 53-206c, a class A misdemeanor or a felony,
- The municipal police department or Division of State Police within the Department of Public Safety that made such arrest shall,

Release of Juveniles (cont.)

If the juvenile can then be brought to a if the juvenile can then be prought to a juvenile detention center on the juvenile charge pursuant to the policies and procedures applicable to juveniles (ie, 5)O charge, warrant, Take Into Custody (TIC), or Order to Detain signed by a judge) What if a child fails to appear in court in response to a summons?

Police Reporting to School Superintendant (cont.)

- Not later than the end of the weekday following such arrest, orally notify the superintendent of schools of the school district in which such person resides of the identity of such person and the offense or offenses for which he was arrested and the state.
- Within seventy-two hours of such arrest, provide written notification of such arrest, containing a brief description of the incident, to such superintendent.

Release of Juveniles (cont.)

- 16 year old can be released to their own custody for juvenile charges and on the adult charges, be released to a PTA or bond.
- Officer must notify & provide a copy of the summons to the parent/ guardian/ suitable person or agency prior to summons court date.

FTA of a Youth/ Child

- The court may order such a child to be taken
- The court may order such child to be taken into custody and
- Such child may be charged with the delinquent act of willful failure to appear

WHAT RIGHTS DO JUVENILES HAVE?

In Juvenile Court, juveniles have the same constitutional rights as adults except:

- the right to ball,
- the right to a jury trial,
 the right to a public trial.

Juvenile Rights (cont.)

- This means:

 The juvenile must be told why he or she is being taken into custody or being asked to make a court appearance.

 The juvenile has a right to an attorney, which will be appointed by the court if the person cannot afford one.

Juvenile Rights (cont.)

> Law enforcement officers who question a student about possible criminal activity must comply with Miranda principles. However, school officials are not required to use Miranda prior to questioning unless the question was conducted at the request of law enforcement. School officials are strongly encouraged to seek Input from law enforcement prior to questioning any student about criminal involvement.

Miranda Rights (cont.)

A person is "interrogated" for purposes of Miranda if he is subjected not only to express questioning, but also to any words or actions by law enforcement officers, other than those normally attendant to arrest and custody, that the officers should know are reasonably likely to elicit an incriminating response from the person.

Juvenile Rights (cont.)

- Juveniles can be held in detention for only 72 hours. If the fate of the juvenile has not been decided, he or she must be released or told why they have not been released. Juveniles who have been referred to adult court have the same rights as adults.

Miranda Rights

- COMPLIANCE WITH Miranday, ARIZOMA, 384 U.S. 436 (1966).
 The United States Constitution protects persons against compelled self-incrimination, Persons subjected to custodial Interrogation by law enforcement officers regarding matters that might tend to incriminate them are entitled to the procedural safeguards outlined in Miranday. Arizons, Specifically, they must be warned before clustrolling than the passes a right to emain slidence against them and that they have a right to either appointed or retained counsel.

Miranda Rights (cont.)

A person's volunteered statements to a law enforcement officer may be used against him without prior Miranda warnings. Similarly, a person's responses to an officer's general, on-the-scene investigatory questions may be used against him without prior Miranda warnings.

Juvenile Rights (cont)

Law enforcement officers will quickly recognize that the professional standards normally governing rriminal investigation and interrogation of adults also apply in situations involving juveniles. However, officers should expect courts to scrutinize the investigative and interview techniques used to obtain information from juveniles closely.

Miranda Rights (cont.)

A person is "in custody" for purposes of Miranda as soon as his freedom is curtailed to the degree associated with formal arrest. The test is whether, under the totality of the circumstances, a reasonable person in the subject's position would have considered himself to be free to leave.

Miranda Rights (cont)

Law enforcement officers must comply with Miranda even if the person is a Juvenile. School employees are not required to comply with Miranda, as long as they are not acting as agents of law enforcement officers. If officers direct, control or involve themselves in the questioning of a Juvenile in custody by using a school employee in a way likely to induce the Juvenile to make an incriminating statement without the presence of counsel, then any resulting statements are subject to suppression under Miranda

Miranda and the Juvenile

Must be given when " Any admission. confession or statement, whether written or oral, is made to Police/ Juvenile Court

Waiver of Miranda Rights by a Juvenile (cont.)

Many factors may be considered, including the Juvenile's age, education, intelligence and emotional characteristics; his previous experience with the criminal Justice system; the time of day and the presence of a parent or other adult concerned about the juvenile's welfare.

Waiver of Miranda Rights by a Juvenile (cont.)

At minimum, officers should ask the juvenile to explain, in his own words, his understanding of each individual right. In certain cases (such as younger juveniles), officers might go so far as to explain what services an attorney might perform for the Juvenile, and might take special care to explain the concept of self-incrimination.

Miranda and the Juvenile (cont.)

Age 16

Interview of an arrested or suspect person

- > Officer must male reasonable effort to
- contact parent/ guardian

 Advise child of their right to contact parent/
 guardian & have them present (***)
- All present must be advised of their
- Miranda Rights

 All must waive to be admissible

Waiver of Miranda Rights by a Juvenile (cont.)

In obtaining a Miranda walver great care should be taken to assure that the Juvenile understands his/her rights. Mere recitation of the standard Miranda warnings will not be good enough.

VOLUNTARY STATEMENTS BY JUVENILES TO POLICE

· Courts will look at the totality of the circumstances to decide whether a Juvenile's statement was voluntary. The test juveniles statement was voluntary. The test is whether the statement was made freely and voluntarily, without improper coercion or inducement. See <u>Coloradov</u>. <u>Connelly</u>, 479 U.S. 157, 167, 170 (1986); <u>State v</u>. <u>Clappes</u>, 136 Wis. 2d 222, 239, 401 N.W.2d 759 (1987).

WAIVER OF MIRANDA RIGHTS BY A JUVENILE

· Key Points

Miranda warnings are required for a police interrogation of a subject in custody. It is likely that a juvenile interrogated in a school setting will be considered to be in custody for Miranda purposes. School officials are not bound by Miranda and do not have to give the warning unless they are acting as a direct agent for the police.

Waiver of Miranda Rights by a Juvenile (cont.)

Law enforcement officers must take steps to ensure that the juvenile really understands his rights and the gravity of the situation. They must demonstrate that the juvenile has the mental capacity to comprehend the significance of Miranda and the rights

Voluntary Statements by Juveniles to Police (cont.)

Factors to consider include

- Factors to consider include

 the age, experience, education, background and intelligence of the juvenile,

 The capacity of the juvenile to understand the advice concerning rights and warnings given, the nature of the privilege against self-incrimination and consequences of walving such rights and privileges,

Voluntary Statements by Juveniles to Police (cont.)

- The opportunity the juvenile had to speak to a parent, guardian or some other suitable individual prior to making the statement and have that person present during the
- and have that person present during the interview,

 This adult caretaker was concerned about the juvenile's welfare during questioning,

 The circumstances surrounding the statement, including but not limited to:

Voluntary Statements (cont.)

- c) the reasonableness of the efforts made by the police to attempt to contact the parent or guardian.
- d) the length of questioning, whether the juvenile was informed of his constitutional rights and whether he was subjected to physical coercion or punishment.

VOLUNTARY STATEMENTS (cont.)

- A 16 year old, charged as an adult and Juvenile, may be questioned without advising him or her that they have a right to have a parent or guardian present, but
- Any admission, confession or statement obtained will only be admissible in the adult case.
- Nor will any evidence or statements developed as a result of the admission, or statement (fruits of a poisonous tree)

Voluntary Statements by Juveniles to Police (cont.)

- a) when and where it was made
 b) the reasonableness of the proceeding, or the need to proceed without a parent or guardian present,

VOLUNTARY STATEMENTS (cont.)

- > Courts will also look for evidence that the accused was offered leniency in return for his statement, or received other offers or
- promises that induced his statement.

 Additional factors include the time of day for the interview and the presence of a parent or other adult caretaker concerned about the Juvenile's welfare during the questioning.

Voluntary Statements (cont.)

- Document your efforts to contact a parent/ guardian and include this information in the police incident report
- The reasonableness of proceeding, or the need to proceed, without a parent or guardian present

VOLUNTARY STATEMENTS (cont.)

- > Other relevant factors include the juvenile's
- Other relevant factors include the juvenile emotional characteristics,
 his previous experience with the juvenile and/or criminal justice system and
 whether his statement was obtained or induced by police deception, coercion or offered leniency/ made promises.

Voluntary Statements (cont.)

- While the presence or absence of a parent is a factor that courts will consider in determining voluntariness. The parent should be present during questioning.
- However, courts have held that police conduct that frustrates a parent's attempt to speak with their child before or during questioning is a significant factor in deciding whether a statement was given voluntarily.

Voluntary Statements (cont.)

Revise your Notice of Rights form for use with 16 year olds to include notice of the right to contact a parent/ guardian and to have them present during the interview and the waiver of the right to have them present.

What is needed to take a statement from a juvenile under age 16 and make it admissible in court?

Waiver of Miranda Rights by a Juvenile (cont.)

(CONL.)

) Juveniles may waive their Miranda rights but must do so with a parent being present and both juvenile and parent must waive rights together. This is not a right the juvenile or parent can waive.

However, reviewing courts will closely review the facts and circumstances of the waiver to assure that it was voluntary.

Interviewing Juveniles

- Key Points
- The rules as to waiver and voluntariness The rules as to waiver and voluntariness apply to juveniles and adults. While it is not required to have parents or any trusted adult present at the interview site of a victim or witness, their inclusion makes it easier to demonstrate voluntariness if the statements are challenged. Schools may adopt policies concerning police questioning which take place at the school.

Juvenile Miranda (cont.)

Under 16

Interview of an arrested or suspect person under 16;

- » Parent/ guardian must be present
- All must be advised of their Miranda Rights
- All must Waive to be admissible

LAW ENFORCEMENT INTERVIEWS WITH IUVENILES AT SCHOOLS

- Law enforcement officers investigate claims of crime. Interviews of Juvenile victims, witnesses and perpetrators are a necessary part of that process. In certain situations, the school is the best location for that
- School officials are responsible for maintaining an appropriate educational environment. Minimizing disruption in schools is a necessary part of that process.

Juvenile Rights Regarding Parent Notification

- When a police officer takes a child into custody and/ or brought to a detention facility, that officer has a duty to notify the
- child's parent or guardian.

 Juvenile can make two phone calls. One to his parent or guardian, a responsible relative or his employer.
- · Second call to an attorney if desired

WAIVER OF MIRANDA RIGHTS BY A JUVENILE

- Miranda rights may be waived if the waiver is made knowingly and intelligently. The determination of whether a valid waiver has been made depends upon the particular facts and circumstances of each case, including the background, experience and conduct of the accused.

 Parent/s must be read Miranda Rights and they may be waived if the waiver is made knowingly and intelligently

LAW ENFORCEMENT INTERVIEWS WITH JUVENILES AT SCHOOLS (cont.)

 While schools may adopt reasonable policies regarding law enforcement access to schools and students on school grounds, encourage mutual cooperation between the two groups in the development of these policies.

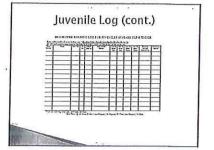
What if a 16 year old is a "Child" and an "Adult" in the same case?

Adult & Child-Statements?

- A 16 year old who is both a "child" and an "adult" in the same case may be questioned without advising them that they have the right to have a parent present,
- but any admission, confession or statement obtained will only be admissible against the 16 year old in the adult case and will not be admissible in the juvenile case

Juvenile Witness/ Victim

The presence of a parent is not required for statements from a child witness and victims but is strongly recommended.



Adult & Child-Statements? (cont.)

 Nor will any evidence or statements developed as a result of that admission, confession or statement

Fruit of the Poisonous Tree

Juvenile Detention Log

- > State of Connecticut Mandate
- If a Juvenile is taken into custody, for any reason, a log must be kept from the time the Juvenile was held to the time the juvenile is released or transferred to another agency.
- > The reasonable maximum time the juvenile can held in custody is <u>6</u> hours

Fingerprinting & Photographing of a Juvenile

- When charged with a crime,
 Such child may be required to submit to the taking of:
- Fingerprints
- › Photograph
- > Physical description

Spontaneous Utterance from Juveniles

A spontaneous utterance made to a police officer will likely be Inadmissible in court against the juvenile who made it

Juvenile Detention Log

- Any place/ facility within or under the Policles and Procedures of Hartford Police Department that detains Juveniles, must utilize a log book.
- There is a log book outside the interview rooms of JID, intelligence and MCD that are

 The state of the stat to be utilized.

Can a juvenile be held in an adult cell?

Segregation of Juveniles from Adult Prisoners

- Federal law requires sight and sound separation between juveniles and adults, juveniles can be locked up in police holding cells normally used for adults so long as no adult prisoners are being held there at the time.
- Kids in adult prison are at high risk of suicide and various forms of victimization, including sexual assault.

Child/ Adult Detention Cells (cont.)

Exceptions

When the case is a nursing infant

Child/ Adult in Same Cell (cont.)

- Any child may be held in an adult lockup but they must be held in an area separate and apart from adult detainees and not in solitary confinement.
- Note Document reasons for placing a 16 year old in a secure holding

Segregation of Juveniles from Adult Prisoners (cont.)

The Centers for Disease Control found that sending a child to the adult system was connected to recidivism and increased violence in the community.

Child/ Adult in Same Cell

 A 16 year old who is both a child and an adult in the same case may be held in an adult cell, as an adult (with other adults), if the reason for the secure holding is because of the adult charge

What grounds must a court find to hold a juvenile in detention?

Child/ Adult Detention Cells

Any Child confined in a community correctional center or lockup, shall

- Be held in an area separate and apart from any adult detainee
- No child shall at any time be held in solitary confinement

Child/ Adult in Same Cell (cont.)

• A 16 year old who is both a child and an adult in the same case should be held in a juvenile cell, subject to the same policies and procedures applicable to juveniles (six hour maximum hold at police station and away from adult detainee), if the reason for the secure holding is because of the juvenile charge

Juvenile Detention

- Probable cause and
- There is no less restrictive alternative available
- A strong probability that the child will run away or
- A strong probability that the child will commit or attempt to commit other offenses, or

Juvenile Detention (cont.)

> Probable cause to believe that child's continued residence at home, pending disposition, will not safeguard the best interests of the child or the community because of the serious & dangerous nature of acts alleged, or

Release from Detention

> Unless the arrest was for a serious juvenile offense or unless an order not to release is noted on the Take into Custody order, arrest warrant or Order to detain, the child may be released by a detention supervisor to the custody of the child's parent or parents, guardian, or other suitable person or agency

Confidentiality and the Juvenile (cont.)

- › Photographs and Fingerprints If a Juvenile has been involved in a crime, fingerprints and photographs can be taken
- Ingesprints and photograpis can be taken

 Nonce the investigation is completed, they
 must be separated from adult files

 Restrictions are then placed upon access,
 usually only a law enforcement representative
 who investigates juvenile crimes has access

Juvenile Detention (cont.)

- A need to hold the child for another jurisdiction, or
- Need to hold the child to assure his appearance before the court, in view of a previous failure to respond to the court process
- The child has violated one or more of the conditions of a suspended detention order

Release from Detention (cont.)

Best Practice

> Officers/ Prosecutors/ Probation/ Officers of officers Prosecutors Probation of Officers of the Court should request at the time of the application that the judge endorse on the Take Into Custody Order, arrest warrant, or Order to Detain, that the child is not to be released prior to the court hearing

Exceptions to Releasing Confidential Juvenile Information

- Confidential Juvenile Information
 Information concerning any youth who has escaped from an institution to which such youth has been committed or for whom an arrest warrant has been Issued may be disclosed by law enforcement officials.
 The information contained in and concerning the Issuance of any protective order in which a person is presumed or determined to be a youthful offender shall be entered in the registry of protective orders pursuant to section 51–5c.

Can a juvenile be released from detention prior to a court hearing?

Confidentiality and the Juvenile

- The names of Juveniles are not public information, as juvenile records are sealed.
- Police and court officers must withhold the name of any minor charged with a crime unless the case is transferred to adult court.
- Though 17-year-olds are tried as adults in Connecticut, their names are withheld in case they are granted youthful offender status.

Exceptions to Releasing Confidential Juvenile Information (cont.)

The records of any youth adjudged a youthful offender for a violation of section 14-215 or 14-222, subsection (b) of section 14-223 or subsection (b) or (c) of section 14-224 shall be disclosed to the Department of Motor Vehicles for administrative use in determining whether suspension of such person's motor vehicle operator's license is warranted.

Exceptions to Releasing Confidential Juvenile Information

- (CONT.)
 Information concerning delinquent children
 may be shared with other law enforcement agencies
- agencies

 Child arrested for a capitol felony or a class A felony, the following information may be disclosed to the public:

 1) juvenile's name
- 2) custody status
- 3) photograph

Disclosable Information

- Information that can be disclosed;
- 2)Gender
- Address where incident occurred if not presently occupied by victim or victim's family
- 5) Suspect's name/ nickname/ alais, and contact information if different than that of victim's

Erasure of Juvenile Records (cont.)

- The juvenile has not been convicted as an adult for a felony or misdemeanor during such two or four year period, and The juvenile has reached 17 years of age

Exceptions to Releasing Confidential Juvenile Information (cont.)

- Information about any juvenile case may be shared with law enforcement and prosecutorial officials conducting criminal investigations
- A police officer may appear and testify regarding an arrest at a school expulsion hearing if requested

When can a juvenile's record be erased?

Erasure of Juvenile Records (cont.)

For good cause shown, after a hearing, the court may grant a petition of erasure before the time when such records could be erased

Exceptions to Releasing Confidential Juvenile Information (cont.)

- May appear before the court to make a statement regarding the disposition of the case
- May have limited access to juvenile
- delinquency file

 May be present at all court hearings unless specifically excluded

Erasure of Juvenile Records

- A petition is filed and it is found out that:

 Two years have elapsed since the completion of the juvenile sentence (four years for an SJO conviction), and
- No juvenile proceeding or adult criminal proceeding is pending, and
 The juvenile has not been found convicted of
- a delinquent act that would be a felony or a misdemeanor if committed by an adult during such two or four year period, and

Additional Rights of the Juvenile

 Parent or family of a juvenile may refuse to testify unless victim of violence Note: take a written, notarized statement

Non Jurisdiction of Juvenile Court

Juvenile Court does Not have jurisdiction over

- a person who:

 Has turned 18 by the time a runaway, beyond control or truancy complaint is made
- Has engaged in indecent or immoral conduct after turning sixteen years of age

Venue in Juvenile Matters (cont.)

- Regular visits with and by the probation
- · Local community based services will be utilized
- Court may change venue if appropriate
- Out of state juveniles can be summonsed to the court serving the town where the offense was committed

Youthful Offenders

- · Confidentially at point of arrest
- · Available more than once
- Maximum four year sentence Prosecutor can move to have the case heard on the regular criminal docket

Non Jurisdiction of Juvenile Court (cont.)

- · While in school, has been continuously and overtly defiant of school rules and regulations after turning 16 years of age
- > Engages in sexual intercourse with another after turning 16 years of age
- , Has committed a crime after turning 16 years of age

Venue in Juvenile Matters (cont.)

- Venue in juvenile matters is determined by
- the offender's town of residence

 Venue in adult matters is determined by where the offense was committed

Minimum Facts

The number of investigative interviews should be limited to one whenever possible. Multiple sessions are stressful for the child, are often unnecessary, and can lead to seemingly inconsistent statements.

Venue in Juvenile Matters

Unlike adult criminal cases, venue is based on the child's town of residence, not where the crime was committed.

- , Child is 17 and under
- , Child's family will be involved
- , Child's school will be involved

Juvenile Arrest Warrant View and ELECT ENDINEEL English State State State (1977)

Minimum Facts (cont.)

- An Initial, basic fact-finding interview should be a minimum facts interview. The purposes of a minimum facts interview are to allow the mandated reporter or the first responder to provide for the child's safety and to obtain the very basic facts concerning the child's maltreatment.
 If the child has already disclosed of an incident, this is the first person you start with.

Minimum Facts (cont.)

- If the minimum facts can be obtained from another creditable source by not interviewing the child, DO NOT interview the child, ie. Parent, guardian, etc.

 A minimum facts interview may include the
- following questions:
- 1. What happened? 2. Where did it happen?
- 3. When did it happen?
- 4. Who is the alleged perpetrator?
- Are there other perpetrators?

Mandated Reporting

What must be reported? (CGS 17a-101a)

- Mandated reporters are required to report or cause a report to be made when, In their professional capacity, they have reasonable cause to suspect or believe that ca child under the age of 18 has been:
- Abused, Neglected (has had non-accidential physical injury or injury which is at variance with the history given of such injury) or

Mandated Reporting (cont.)

- If the police receive an oral report, they shall immediately notify DCF
- A written report (DCF form 136) shall be filed within 48 hours of the oral report

Youth in Crisis Complaint form



Mandated Reporting (cont.)

- > Imminent Risk of Serious Harm
- Child Under Thirteen (13) with Venereal
 Disease is to be reported by A physician or

What is included in the report?

Youth in Crisis Petition



Mandated Reporting (cont.)

When must a report be made?

- Mandated reporters are required to make an oral report as soon as practical but not later than 12 hours after the mandated reported has reasonable cause to suspect or believe that c child has been abused or neglected or placed in imminent risk of serious harm by
- Telephone, or
- In person to DCF or the police

Mandated Reporting (cont.)

Oral and written reports shall contain (if known)

- Names and addresses of the child and his parents or responsible caregiver(s) Child's age and gender
- · Nature and extent of the injury, maltreatment or neglect
- · Approximate date and time the injury, maltreatment or neglect occurred

Mandated Reporting (cont.)

- Pervious injury, maltreatment or neglect of the child or siblings
- The circumstances in which the injuries, maltreatment or neglect became known to the reporter
- Name of the person suspected to be responsible for the injury, maltreatment or



Mandated Reporting (cont.)

- Those reports that meet the criteria are forwarded to a DCF case investigator for prompt and appropriate action.
- For Information about available services: DCF Information and Referral services Available: 8:30 AM to 5:00 PM M-F

Mandated Reporting (cont.)

- Any action taken to treat or help the child, provide shelter or other wise assist the child
- Any other information the reporter believes would be helpful

Mandated Reporting (cont.)

Where do you call?

- To report suspected abuse/ neglect: Child
- Abuse and Neglect Hotline Available 24/7
- Hotline: 1800-842-2288 TDD Number: 1-800-624-5528

School personnel who are required to report. School Teachers Coaches of Intramural

- School Principals
 School Guidance Counselors
- Counselors

 Social Workers

 School

 Paraprofessionals

 School Coaches or
- Athletics
 Psychologists
 Registered Nurses*
 Licensed Professional
- Police Officers*

Podiatrists

Medical Examiners

je SRO, school nurses, etc

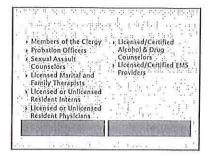
Mandated Reporting (cont.)

 Any person, institution or agency which, in good faith, makes, or in good faith does not good faith, inaces, of my good faith does not make, the report pursuant to sections 17a–101a to 17a–101d, inclusive, and 17a–103 shall be immune from any liability, civil or criminal, which might otherwise be incurred or imposed and shall have the same immunity with respect to any judicial proceeding which results from such report provided such person did not perpetrate or cause such abuse or neglect.

Mandated Reporting (cont.)

- The Hotline is staffed by members of DCF who receive and process reports of alleged child abuse and neglect.
- The Hotline worker gathers critical information from the caller to determine if a report meets Connecticut's statutory criteria for child abuse or neglect

Other personnel who are required to report. eport; i. Mental Health Professionals Professionals Members of the Clergy DCF Employees Battered Women's Counselors: Parole Officers (uvenile or Adult) Pharinacists Physicial Therapists Physician Assistants Chiropractors Dental Hygienists Dentists Licensed Physicians Licensed Practical: Nurses Licensed Surgeons



Is there immunity for making report of child abuse in good faith.

Missing Persons (cont.)

- Each missing person must have their own case number
- · Can associate case numbers
- > Supplement needs to be done when missing person is located and removed from system

What is the penalty for failing to report? CGS 17a-101a



Missing Persons

- Ask for school
- DCF involved
- Juvenile Probation Involved
- · Cell Phone- even if not working
- Obtain a Photo
- Social Networking Information

Fine of not less than \$500.00 nor more than \$2500 and required participation in an educational and training Program and paying for the training program

Good Faith Immunity

Any person, institution or agency which, in good faith, makes, or in good faith does not make, the report pursuant to sections 17a-101a to 17a-101d, inclusive, and 17a-103 shall be immune from any liability, civil or criminal, which might otherwise be incurred or imposed and shall have the same immunity with respect to any judicial proceeding which results from such report provided such person did not perpetrate or cause such abuse or neglect.

Notice to Superintendent of School

If any person who is at least 7 years of age, but less than 21 years of age and an enrolled student, is arrested for a violation of section 53-206c, a class A misdemeanor or a felony, the municipal police department or Division of State Police within the Department of Public Safety that made the arrest shall

Notice to Superintendent of School (cont.)

- Not later than the end of the weekday following such arrest, orally notify the superintendent of schools of the school district in which such person resides of the identity of such person and
- The offense or offense for which he/ she was arrested and shall
- Within 72 hours of such arrest, provide written notification of such arrest, containing a brief description of the incident.

Testimony at an Expulsion Hearing (cont.)

Such information with respect to a child under 16 years of age Shall be

- Confidential in accordance with section 46b-124, and Shall be
- Only disclosed as provided in this section and shall not be further disclosed

Search of School Lockers and Property (cont.)

A search is justified at its inception when there are reasonable grounds for suspecting that the search will turn up evidence that the student has violated or is violating either the law or the rules of the school

Testimony at an Expulsion Hearing

If an expulsion hearing is held pursuant to section 10-233d

- A representative of the municipal police department or the Division of State Police, as appropriate, may
- testify and provide reports and information on the arrest at such hearing

Search of School Lockers and Property

All local and regional boards of education and all private elementary and secondary schools may authorize a search by school or law enforcement officials of lockers and other school property available for the use of students for the presence of

- Weapons
- · Contraband
- Fruits of a crime, if

Search of School Lockers and Property (cont.)

 A search is reasonably related in scope when the measures adopted are reasonably related to the objectives of the search and not excessively intrusive in light of the age and sex of the student and the nature of the infraction

Testimony at an Expulsion Hearing (cont.)

Provided such police participation is requested by any of the following

- Local or regional board of education
- The principal of the school, or
- The student, or
- His/ her parent or guardian.

Search of School Lockers and Property (cont.)

- The search is justified at its inception, and
- The search actually conducted is reasonably related in scope to the circumstances which justified the interference in the first place

Runaways

- Typically refers to juveniles who are absent from home or care without permission
- Thrown away refers to juveniles who have been forced to leave their homes by their parent or guardian

Runaways (cont.)

- A runaway episode refers to an overnight stay away from home, except in the case of young children who can be in danger after a much shorter time
- Runaways were once believed to be Juveniles seeking adventure or rebelling against mainstream values and the authority of their
- mainstean values and the parents
 More recently, runaways have been regarded
 as victims of dysfunctional families, schools
 and social service institutions

Reasons why juveniles runaway

- Juveniles from all socioeconomic statuses run away, the majority are from working-class and lower-income homes
- This is due to the additional added stress created by a lack of income and resources
- Blended families also experience additional stress and are more likely to run away

Reasons why juveniles runaway (cont.)

- Avoiding encounters with a parent about
- Sexual orientation
- Pregnancy
- Failing/ inadequate grades
- Rigid rules/ expectations
- Doing something parents will not permit

Juveniles that are actually Reported Missing

- About 1/5 of all runaway episodes are reported to the police
- Why?263

Reasons why Juveniles runaway (cont.)

- Involved in criminal activity, either as victims
- or as perpetrators

 Exploited by predatory adults

 Engaged in risky behaviors such as;

 Drug Dealing

- Drug use
 Under age drinking
- Unsafe sexual activity
 Child sexual exploitation
- > Prostitution

Reasons why Juveniles runaway (cont.)

- Depression
- Domestic Violence in the home

. Some parents do not report runaways

- They know where their children are
- Don't think police are needed to resolve the
- Want to avoid police involvement
- Due to a past negative experience when reporting previous runaway episode

Reasons why juveniles runaway (cont.)

- · Truancy
- Truancy
 Curfew violations
 Panhandling
- Shoplifting
- › Child abuse and neglect
- › Child abandonment
- Child abduction by strangers
 Child abduction by non-custodial parents

Reasons why juveniles runaway from a a care facility

- Return home
- Return to neighborhoods to spend time with friends, boyfriends, girlfriends, other family
- Get attention or provoke reaction about persons caring about them
- Privacy/ escape crowded facility
- Protest Inadequate services/ care from social worker

Reasons why juveniles runaway from a a care facility

- Protect themselves from bullying
- > Protect from sexual harassment
- Escape abuse from staff
- Resist limits, particularly when juveniles come from homes with few limits
 Detached/ Disempowered do to frequent movement among facilities

Runaway Youths (cont.)

- > Utilize the National Crime Information Center
- (NCIC) Missing Persons Packet

 Forward a copy to the Department of Public
 Safety Message Center at
- 1-800-367-5678 to be entered into NCIC immediately

Juvenile Services

Hartford Youth Service Bureau:

The role of the youth service bureau is to serve as an advocate for youth and as the serve as an advocate for your and as the coordinating unit of community based services to provide comprehensive delivery of prevention, intervention, treatment and follow-up services for children and youth.

Reasons why Juveniles runaway (cont.)

> Seasonal issues, ie. summer, holiday

Runaway Youths (cont.)

- All missing child reports should be submitted to the Children's Clearing house, which is
- National Center for Missing and Exploited Children (NCMEC)

Juvenile Services (cont.)

The Recreation and Youth Services Division works in partnerships with numerous community based organizations and agencies to develop a comprehensive system of positive services for Hartford's youth.

Runaway Youths

- All runaway youths shall be immediately entered in COLLECT, broadcast to officers on patrol and included in roll call announcements
- NCIC "File 6- Missing Person" report entered into COLLECT system

What is the difference between Juvenile Delinquency Prevention and Control?

- and Control?

 The difference between Juvenila delinquency prevention and control is simple. Prevention is prevention and control is simple. Prevention is prevention in the programs and prevention in the programs are prevention. They are trying to prevent the problem from happening.

 Searches and selzures, check points, arrests and things of this sort are considered to be control. When you get cought at a check point is not preventing you from drinking it is meant to catch you in the act of drinking and driving. You have already committed the crime.

Juvenile Services (cont.)

- The Division sub-contracts with Catholic Charities, Family Life Education Inc., Hispanic Health Council, Blue Hill Civic Association, Connecticut Coalition of Mutual Assistance Association, and Aspira of Connecticut.
- The Division also networks and coordinates services with:

Juvenile Services (cont.)

the Hartford Public School System, the Mayor's Office, Future Workforce Investment System (FWIS), Hartford Police Department, State of Connecticut's Department of Education Youth Service Bureau, The Office of Policy and Management, Hartford Foundation for Public Giving, Hartford Action Plan on Infant Health, Capital Workforce Partners, Hartford Area Child Care Collaborative,

Amber Hageman

- In 1996, she was 9 years old and abducted near her home in Arlington, Texas while riding her bicycle.
 Her murder remains unsolved



Amber Alert Plan Activation (cont.)

- Activation Criteria
 Child under 16 (older missing children will be considered case by case)
- The child must be in danger of serious bodily harm or death
- There must be enough descriptive Information to believe a broadcast will help Not to be used for runaways

Juvenile Services (cont.)

MI Casa Family Center, Southend Community Services, the Capital Area Substance Abuse Council, Connecticut Volces for Children, Organized Parents Make A Difference, Safe Schools & Communities Coalitions, Breaking the Cycle Campaign, Catholic Charities, neighborhood groups, community coalitions, churches and social service providers too numerous to mention.

Amber Alert Plan Activation (cont.)

Upon confirmation of an abduction

- Immediately notify Connecticut State Police Message Center via fax 860-685-8346,
- > COLLECT with all available information
- Complete Amber Alert Process Section I entirely and
- As much of Section II as possible

Amber Alert Plan (cont.)

Radio and television stations will then broadcast the information at their own independent discretion

Amber Alert Plan

- A-M-B-E-R:
- › America's Missing Broadcast Emergency Plan

Amber Alert Plan Activation (cont.)

- Supervisor reviews and signs off on Amber Alert Request
- Fax to DPS Message Center 860-685-8346

General behavioral characteristics of most adolescents

- Many kids announce the onset of adolescence with a dramatic change in behavior around their parents.
- They're starting to separate from Mom and Dad and to become more independent.

General behavioral characteristics of most adolescents (cont.)

- At the same time, kids this age are increasingly aware of how others, especially their peers, see them and are desperately trying to fit in.
- Their peers often become much more important, as compared with their parents, in terms of making decisions.

General behavioral characteristics of most adolescents (cont.)

But the primary goal of the teen years is to achieve independence. For this to occur, teens will start pulling away from their parents — especially the parent whom they're the closest to. This can come across as teens always seeming to have different opinions than their parents or not wanting to be around their parents in the same way they

Effects of officer to juvenile contacts (cont.)

- Juvenile and officers typically make contact under adversarial conditions;
- · Negative encounters lead to negative perceptions
- Such encounters lay the foundation of longstanding hostility between the police, families and neighborhood residents.

General behavioral characteristics of most adolescents (cont.)

 Kids often start "trying on" different looks and identities, and they become very aware of how they differ from their peers, which can result in episodes of distress and conflict with parents.

General behavioral characteristics of most adolescents (cont.)

As teens mature, they start to think more abstractly and rationally. They're forming their moral code. And parents of teens may find that kids who previously had been willing to conform to please them will suddenly begin asserting themselves — and their opinions — strongly and rebelling against parental control.

Effects of officer to juvenile contacts (cont.)

- As these adolescents become adults, they remain suspicious and distrustful of the police
- Negative Encounters · Verbal harassment
- > Threats
- Physical abuse
- Violent attacks

General behavioral characteristics of most adolescents (cont.)

• One of the common stereotypes of adolescence is the rebellious, wild teen continually at odds with Mom and Dad. Although it may be the case for some kids and this is a time of emotional ups and downs, that stereotype certainly is not representative of most teens

Effects of officer to juvenile contacts

- Age is a prime factor of attitudes towards police
- > Young people have unfavorable attitudes towards the police and rate them poorly on:
- Measures of competency
- > Trust and
- · Overall performance

Can a citizen arrest me?

- Yes, under certain circumstances, citizens can also place a person under arrest and hold that person until law enforcement officers arrive.
 This is known as a "citizen's arrest." The law permits a citizen to detain, or place under arrest, any person who commits or attempts to commit a criminal offense (other than an ordinance violation) in that citizen's presence.
 All the citizen making the arrest has to do is prevent the accused from leaving until law enforcement officers arrive to take the accused into custody.

Useful Websites

Adult/ Juvenile Charges

http://www.jud.ct.gov/external/news/Adult_
ys_juvenile_charges.pdf

For a handy guide/ print out:
http://www.ct.gov.post/lib/post/UPDATED_R
alsing_juvenile_Age_Guide_2010.pdf

Juvenile Law Quiz

1.	A juvenile may not be taken into custody without a hearing unless the following three circumstances exist:
:	
	eace officer believes or knows the following:
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2.	Circumstances a juvenile comes under jurisdiction of the juvenile court
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3.	Dath adults and luveniles can utilize the came call to marining expect
э.	Both adults and Juveniles can utilize the same cell to maximize space: True False
4.	
	A: The town where the crime was committed
	B: The town where the juvenile lives C: The city of Hartford
5.	If a juvenile is emancipated the parents of that child are still responsible. True False
6.	In Juvenile Court juveniles have the same constitutional rights except:
0	
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7. •	A voluntary statement made by a juvenile court look at what factors:
0	
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8.	A Spontaneous utterance made by a juvenile is admissible in court: True False
9.	Mandated reporters are required to report or cause a report to be made when, in their professional capacity, they have reasonable cause to suspect or believe that a child under age of 18 has been:
0	
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10.	Mandated reporters are required to make an oral report as soon as practical but no later t
0	Police who have received an oral report must contact DCF
0	
	A written report must be submitted to DCF no later than
	Hours

* "1 * "*



Juvenile Law Quiz

circumstances exist: A: the juvenile surroundings are horizeful to the child's health and safety. B: the juvenile has done something illugal and is proked up according to the laws of arrest C: A peace officer believes or knows the following: the ouvenile is a runaway · Is in surroundings that are harmful · the invenile has violated the terms of parole/probation, is a juvenile petry offender, or has committed a delinguent act. 2. Circumstances a juvenile comes under jurisdiction of the juvenile court Abused Dependent Mealeited TIL Mentally Deficient Family with Septice needs Unioned for 3. Both adults and Juveniles can utilize the same cell to maximize space: True (False) 4. A juvenile summons need to be issued to: A: The town where the crime was committed (B:)The town where the juvenile lives C: The city of Hartford 5. If a juvenile is emancipated the parents of that child are still responsible. True (False) 6. In Juvenile Court juveniles have the same constitutional rights except: right to bail right to a mon trial right to a public trial

1. A juvenile may not be taken into custody without a hearing unless the following three

	A Voluntary statement made by a juverille court look at what factors.
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0	capacity to undustand the advice concerning rights and warnings given
0	opportunity the newall had to speak to a parent prior to making the statement
8.	A Spontaneous utterance made by a juvenile is admissible in court: True False
9.	Mandated reporters are required to report or cause a report to be made when, in their professional capacity, they have reasonable cause to suspect or believe that a child under the age of 18 has been:
0	abused
0	neolected
0	imminent hist of serious harm
10.	Mandated reporters are required to make an oral report as soon as practical but no later than
0	Hours
	Police who have received an oral report must contact DCF
0	1 mm diately
	A written report must be submitted to DCF no later than
0	48 Hours



POSTC-50-B

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



Rev. 05/2017

FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

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STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

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POST Credit Make Up Exam:

Law Enforcement & Citizens with Special Needs [410]

1	 A "Disability" can be thought of as a type of sensory, physical or cognitive that affects a person's daily functioning. A. Hindrance B. Disadvantage C. Handicap D. Problem
2.	 The following are all considered visible disabilities except: A. Portable Oxygen B. Chronic pain C. Deaf/ Blind D. The use of a wheelchair
3.	In the event of an Emergency, mark the back of a person who is deaf or blind with a: A. Circle B. Square C. X D. Dollar Sign
4.	The organization responsible for regulating the guidelines for communication with people with disabilities is: A. AARP B. ADA C. DOT D. TSA
5.	ADA regulations suggest a family member is the most appropriate person to provide sign language interpretation. A. True B. False
6.	You may rely on an adult accompanying a person with a disability to interpret in emergencies. A. True B. False

	A. Ask yes or no questions B. Interrupt or finish their sentences C. Repeat back what you think the person is trying to tell you D. Ask the person to write or type
8.	When interacting with people who are blind or have poor vision, identify yourself when approaching and provide a description of what you will be doing. A. True B. False
9.	When interacting with people with physical disabilities, always assume they need your help. A. True B. False
10.	The ADA provides service animals for people with mobility disabilities, people who are Deaf or hard of hearing, and people who have seizures. A. True B. False
11.	The ADA recognizes animals used for crime deterrence, emotional support, and companionship as service animals. A. True B. False
12	 Communication tips for interacting with people with intellectual disabilities include: A. Giving clear and simple directions B. Looking for indicators that the person understands C. Provide a description of what you will be doing D. All of the above
13	 When giving Miranda warnings when arresting someone with a cognitive disability, you should use simple words, ask the person to repeat the phrase back to you in their own words, as the person of what a right is, and speak slowly and clearly. A. True B. False

7. The following are acceptable means of communicating with people who have speech disabilities

POST Credit Make Up Exam:

A. True B. False

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except:

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B. Interrupt or finish their sentences

D. Ask the person to write or type

C. Repeat back what you think the person is trying to tell you



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



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STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

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POST Credit Make Up Exam:

Sexual Assault/ Rape Crisis [512]

1	Per C.G.S. 54-86e, the victim will be referred to as for confidentiality purposes.	
	A. Victim B. Jane/ John Doe	
	C. It	
	D. The victims full name	
2.	Upon arrival to the scene of a Sexual Assault/ Rape Crisis incident, the officer shall: A. Provide aide to the injured B. Secure the crime scene C. Notify the Supervisor D. All of the above	
3.	A Sexual Assault kit and the victim's clothing are considered A. Tools B. Necessary C. Evidence D. Proof	
4.	An anonymous Sexual Assault kit will be completed at a medical facility within hours, regardless if the victim is reporting the crime. A. 24 B. 12 C. 72 D. 48	
5.	An immediate arrest may not be made for several reasons including, the Suspect not immediately being identified, it is a past tense complaint, additional investigation is required, there is no Probable Cause. A. True B. False	
6.	ou can make an arrest based simply on a Victim's statement. A. True B. False	

7.	During an interview of the Victim, you should do all the of the following except:			
	A. Don't "lead" questions			
	B. Gather as many details as possible			
	C. Minimize the incident			
	D. Offer support			
	/ Contactor for abild			
8.	A Pedophile is a person who has intense, recurrent, sexual urges/ fantasies for child.			
	A. True			
	B. False			
_	A state of the sta			
9.	A is an adult that engages in sexual activity with Children.			
	A. Pedophile			
	B. Child Molester			
40	Many Child Malastara are Radonhiles and many Radonhiles are Child Molesters			
10.	Many Child Molesters are Pedophiles and many Pedophiles are Child Molesters.			
	A. True			
	B. False			

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B. False

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10	Manu	Shild Malastars are Radonhilas and many Radonhilas are Child Malastars
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	A.	False
	В.	raise

SEXUAL ASSAULT / RAPE **CRISIS**

 This course will introduce you to Connecticut General statutes that pertain to Sexual Assault, police response to sexual assaults, investigative methods utilized in sexual assault cases, the proper procedures for collecting and preserving sexual assault evidence as well as interview techniques specific to sexual assault victims. It will also address special concerns relative to sexual assault victims and rape crisis intervention.

Connecticut General Statues pertaining to sexual assault:

Confidentiality of Victim (54-86e)

Name/ address - confidential

"Per CGS 54-86e, The victim will be referred to as Jane/John Doe for confidentiality purposes

SEXUAL ASSAULT 1st 53a-70

- · Use or threatened use of force against person or a third person which reasonably causes such person to fear physical injury to such person or third person,
- · Or commits sexual assault in the 2nd degree while aided by two or more other persons actually present

SEXUAL ASSAULT 1ST Continued

- Sexual intercourse with a child twelve (12) years and under when the actor is more than two years older than the victim.
- · Or engages in sexual intercourse with another person and such other person is mentally incapacitated to the extent that such other person is unable to consent to sexual intercourse.

Aggravated Sexual Assault 1st Degree 53a-70a

- The actor commits aggravated sexual assault 1st when he uses or is armed with and threatens the use of or displays or represents by his words or conduct that he possesses a deadly weapon,
- Or he commits sexual assault 1st while he is aided by two or more other persons actually present.

Aggravated Sexual Assault 1st (continued)

- Or with intent to disfigure the victim seriously and permanently, or to destroy, amputate or disable permanently a member or organ of the victim's body, he causes such injury to such victim,
- Or under circumstances evincing an extreme indifference to human life he recklessly engages in conduct which creates a risk of death to the victim, and thereby causes serious physical injury to such victim.

Sexual Assault in Spousal or Cohabitating Relationship 53a-70b

 The spouse or cohabitor compels the other spouse or cohabitor to engage in sexual intercourse by the use of force against such other spouse or cohabitor or by the threat of use of force against such other spouse or cohabitor which reasonably causes such other spouse or cohabitor to fear physical injury.

Sexual Assault 2nd Degree 53a-71

- The actor engages in sexual intercourse with a person under the age of sixteen (16) years old and the actor is more than three years older than the juvenile or mentally defective to the extent that he is unable to consent to such sexual intercourse, or physically helpless,
- Or when a person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare.

Sexual Assault 2nd Degree (continued)

Also applies when the actor is a school employee and such other person is a student enrolled in a school under the jurisdiction of the board of education which employs the actor, or actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and this takes place in a secondary school setting or the victim is under 18 years old.

Sexual Assault 3rd Degree 53a-72a

- An actor compels another to sexual contact by
 use or threat of force against such person or a
 third person, which reasonably causes such
 other person to fear physical injury to himself or
 a third person.
- Actor engages in sexual intercourse with person known to be related to actor.

Sexual Assault 3 with a Firearm 53a-72b

 Same as Sex 3rd but in the commission of the offense, the actor is armed with and threatens the use of or displays or represents by such person's words or conduct that such person possesses a pistol, revolver, machine gun, rifle, shotgun or other firearm

Sexual Assault 4th Degree 53a-73a

- When an actor subjects another to sexual contact who is: under fifteen (15) years old or under eighteen (18) years old and the actor is the guardian or responsible for care.
- · Victim is physically helpless, or
- The actor subjects the victim to sexual contact without their consent.

Sexual Assault 4th (continued)

 Also applies when the actor is a school employee and such other person is a student enrolled in a school under the jurisdiction of the board of education which employs the actor, or actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and this takes place in a secondary school setting or the victim is under 18 years old. (Sexual Contact)

Injury or Risk of Injury to, or Impairing the Morals of, Children 53-21(1)

 Can be charged when a person willfully or unlawfully causes or permits any child under 16 to be placed in a situation that the life or limb of such child is endangered, the health of such child is likely to be injured or the morals of such child are likely to be impaired, or does any act likely to impair the health or morals of any such child.

Injury or Risk of Injury to, or Impairing the Morals of, children by Sexual Contact 53-21(2)

 When the actor has contact with the intimate parts of a person under sixteen (16) years old or subjects a child under sixteen to contact with the intimate parts of such person, in a sexual and indecent manner likely to impair the health or morals of such child.

Enticing a Minor 53a-90a

 Actor uses computer to knowingly persuade, induce, entice, coerce, person under 16 yrs of age into prostitution/sexual activity

Misrepresentation of Age 53a-90b

While in commission of 53a-90a intentional misrepresentation of age.

Officer Response

- · First Impression/lasting impression
- Still an investigation
- · Just occurred/past tense

Dispatcher Response

- · Non-Active Clothes/shower
- Active Keep like open relay information

Arrival at Scene

- · Provide aide to injured
- · Secure crime scene
 - Residence
 - Vehicle
 - Outdoors
- · Notify Supervisor / crime scene
- Description
- · Interview/identify/document

Support

- · SACS
- Department Resources
- · Rights/Referral Card
- · Protective/Restraining orders
- Honesty

Evidence

- Sexual Assault Kit
 - Immediate Transportation
 - Proper handling
- Clothing
 - Wet? Dry?
 - Individual packages / labels
- Documentation

Anonymous Sex Kit

- · Law does not require adult victim to report crime
- Medical facility will do kit
 - Within 72 hrs
 - Victim or representative consent
 - Whether or not police notified
- Procedure
 - Same as victim
 - Report reflects "anonymous"
 - Submit to lab (60 days)

An immediate arrest may not be made for several reasons

- · Suspect not immediately identified
- · Past tense complaint
- · Additional investigation
- · No probable cause

You cannot make an arrest based simply on a statement. You will require additional corroboration

Investigations

- Departmental Policy
 - Officer keeps
 - Detectives
 - Youth division (age)
- · Initial investigation is key
 - Communications
 - Honesty
 - Courts & Reputation

Roles

- Responding officer
 - · Initial investigation
- Supervisor
 - · Make notifications
 - Scene command
- Detectives
 - Major crime:
 - Evidentiary

Interview Concerns

- Loss of Personal control
- Support/respect/carin
- Levels of crisis
 - Perfect recall/detail
 Inconsistent/vague
- Personal space
- Advocate/SACS
- Private/Quiet area

Concerns (continued)

- Don't "lead" questions
 - What were you thinking
 - Did you feel intimidated/overpowere
- Details
 - None are insignificant
- Don't minimize
- At least you're alive
- Lucky you

No advice - commend/support/empathy

Pedophile

- Suffers intense, recurrent, sexual urges/fantasies
- · Involving sexual activity of a child
- Usually 13y/o or younger (victim)
- Usually 16y/o or 5 yr older than victim (perp)
- · Can/still have sex with adults
- · Not all have sex/legal ways

Child Molester

- · Engages in sexual activity with children
- Prefers adults
- Availability, curiosity, hurt loved one (payback)

• Many child molesters are pedophiles

· Many pedophiles are child molesters

Autoerotic Deaths

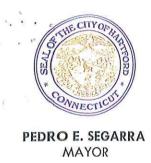
 Autoerotic Behavior: Any sexual activity carried out alone, regardless of whether the genitals are stimulated, or orgasm is achieved

Autoerotic Death

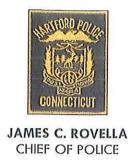
 A death occurring during autoerotic behavior in which the mechanism that was employed to enhance sexual stimulation accidentally caused death. Within the typical autoerotic fatality (sexual asphyxia), physical pleasure is derived from the reduction of oxygen to the brain or hypoxia. The decreased amount of oxygen to the brain creates a semi-hallucinogenic, semilucid state for the individual.

Crime Scene Techniques for Autoerotic Fatalities

- Location
- Position of victim
- High risk agents
- Self rescue
 mechanism
- Bondage
- Masochism
- · Clothing/Attire
- Protective measures
- · Sexual paraphernalia
- Masturbation
- Prior experience
- No suicidal intent



Hartford Police Academy Training Bulletin 2012-4 June 13, 2012



SUBJECT: SEXUAL ASSAULT INVESTIGATIONS / REPORTING

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Considerations for sexual assault investigations

Arrival at the scene:

- Officer Safety- determine if suspect(s) is still at the scene
- Determine location and condition of the victim(s)
- Provide emergency medical treatment for the victim(s) as needed
- Establish a rapport with the victim(s)
- Determine specific crimes that may have occurred
- Broadcast specifics of the crime to other officers/agencies if appropriate
- Identify and protect the scene(s)
- Locate and identify witnesses

Preliminary Investigation:

Care for the victim(s) needs:

Arrange for a medical exam as soon as practical

Find a comfortable and private area to interview the victim(s)

Obtain additional telephone numbers and addresses where the victim(s) can be contacted

Obtain an account of the crime from the victim and witnesses:

Determine possible crimes committed by the suspect(s)

Determine the suspect(s) activity

Oddities/characteristics

- Document, collect and preserve all crime scene related evidence at the earliest appropriate time (ie: victim's clothing, bedding, etc.)
- Request CSD if crime scene processing is appropriate
- Note if the victim(s) showered, bathed, or changed clothes, prior to officers arrival
- Note the condition of the victim(s): CSD for photographs of bruises, scratches, and defense wounds

Suspect Contact / Arrest:

- Record all statements, to include spontaneous statements
- Separate suspects when more than one
- · Do not permit suspects entry into crime scene area
- Prevent communications between all involved parties
- Arrange for photographs of the suspect(s) physical appearance, physical injury, torn, or stained clothing
- Collect all of the suspect(s) clothing as evidence as appropriate

Documentation of Sexual Assault Investigations:

- Per Connecticut General Statute 54-86e the identity of the victim(s) shall remain confidential throughout the Case Incident Report/Warrant Application and shall be referred to as either John Doe or Jane Doe. The identity of the victim(s) shall be revealed on a supplemental page. The supplemental page shall include the name of the victim(s), address, and contact phone numbers (to include home, cell, and work).
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Strong sexual assault cases require strong written reports. A thorough report will identify onscene evidence and document details from the complainant's and suspect's accounts of the incident. This will help those investigating to overcome consent challenges and serve to refresh memories for courtroom testimony. An officer that provides a high level of detail in the report narrative will aid in moving a case towards prosecution.

References: International Association of Chiefs of Police

State of California: Peace Officer Standards and Training



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	C.	
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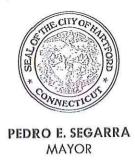
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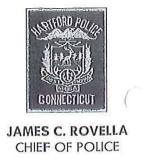
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 The spouse or cohabitor compels the other spouse or cohabitor to engage in sexual intercourse by the use of force against such other spouse or cohabitor or by the threat of use of force against such other spouse or cohabitor which reasonably causes such other spouse or cohabitor to fear physical injury.

Sexual Assault 2nd Degree 53a-71

- The actor engages in sexual intercourse with a person under the age of sixteen (16) years old and the actor is more than three years older than the juvenile or mentally defective to the extent that he is unable to consent to such sexual intercourse, or physically helpless,
- Or when a person is less than eighteen years old and the actor is such person's guardian or otherwise responsible for the general supervision of such person's welfare.

Sexual Assault 2nd Degree (continued)

 Also applies when the actor is a school employee and such other person is a student enrolled in a school under the jurisdiction of the board of education which employs the actor, or actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and this takes place in a secondary school setting or the victim is under 18 years old.

Sexual Assault 3rd Degree 53a-72a

- An actor compels another to sexual contact by use or threat of force against such person or a third person, which reasonably causes such other person to fear physical injury to himself or a third person.
- Actor engages in sexual intercourse with person known to be related to actor.

SEXUAL ASSAULT / RAPE CRISIS

This course will introduce you to Connecticut General statutes that pertain to Sexual Assault, police response to sexual assaults, investigative methods utilized in sexual assault cases, the proper procedures for collecting and preserving sexual assault evidence as well as interview techniques specific to sexual assault victims. It will also address special concerns relative to sexual assault victims and rape crisis intervention.

Connecticut General Statues pertaining to sexual assault:

Confidentiality of Victim (54-86e)

Name/ address – confidential – Report/warrant

"Per CGS 54-86e, The victim will be referred to as Jane/John Doe for confidentiality purposes

SEXUAL ASSAULT 1st 53a-70

- Use or threatened use of force against person or a third person which reasonably causes such person to fear physical injury to such person or third person,
- Or commits sexual assault in the 2nd degree while aided by two or more other persons actually present

SEXUAL ASSAULT 1ST Continued

- Sexual intercourse with a child twelve (12) years and under when the actor is more than two years older than the victim.
- Or engages in sexual intercourse with another person and such other person is mentally incapacitated to the extent that such other person is unable to consent to sexual intercourse.

Sexual Assault 3 with a Firearm 53a-72b

 Same as Sex 3rd but in the commission of the offense, the actor is armed with and threatens the use of or displays or represents by such person's words or conduct that such person possesses a pistol, revolver, machine gun, rifle, shotgun or other firearm

Sexual Assault 4th Degree 53a-73a

- When an actor subjects another to sexual contact who is: under fifteen (15) years old or under eighteen (18) years old and the actor is the guardian or responsible for care.
- · Victim is physically helpless, or
- The actor subjects the victim to sexual contact without their consent.

Sexual Assault 4th (continued)

 Also applies when the actor is a school employee and such other person is a student enrolled in a school under the jurisdiction of the board of education which employs the actor, or actor is a coach in an athletic activity or a person who provides intensive, ongoing instruction and such other person is a recipient of coaching or instruction from the actor and this takes place in a secondary school setting or the victim is under 18 years old. (Sexual Contact)

Injury or Risk of Injury to, or Impairing the Morals of, Children 53-21(1)

 Can be charged when a person willfully or unlawfully causes or permits any child under 16 to be placed in a situation that the life or limb of such child is endangered, the health of such child is likely to be injured or the morals of such child are likely to be impaired, or does any act likely to impair the health or morals of any such child.

Injury or Risk of Injury to, or Impairing the Morals of, children by Sexual Contact 53-21(2)

 When the actor has contact with the intimate parts of a person under sixteen (16) years old or subjects a child under sixteen to contact with the intimate parts of such person, in a sexual and indecent manner likely to impair the health or morals of such child.

Enticing a Minor 53a-90a

 Actor uses computer to knowingly persuade, induce, entice, coerce, person under 16 yrs of age into prostitution/sexual activity

Misrepresentation of Age 53a-90b

 While in commission of 53a-90a intentional misrepresentation of age.

Officer Response

- · First Impression/lasting impression
- Still an investigation
- · Just occurred/past tense

Dispatcher Response

- Non-Active Clothes/shower
- Active Keep like open relay information

Arrival at Scene

- · Provide aide to injured
- · Secure crime scene
 - Residence
 - Vehicle
 - Outdoors
- · Notify Supervisor / crime scene
- Description
- · Interview/identify/document

Support

- SACS
- · Department Resources
- · Rights/Referral Card
- · Protective/Restraining orders
- Honesty

Evidence

- Sexual Assault Kit
 - Immediate Transportation
 - Proper handling
- Clothing
 - Wet? Dry?
 - Individual packages / labels
- Documentation

Anonymous Sex Kit

- Law does not require adult victim to report crime
- Medical facility will do kit
 - Within 72 hrs
 - Victim or representative consent
 Whether or not police notified
- Procedure
 - Same as victim
 - Report reflects "anonymous"Submit to lab (60 days)

An immediate arrest may not be made for several reasons

- · Suspect not immediately identified
- · Past tense complaint
- Additional investigation
- No probable cause

You cannot make an arrest based simply on a statement. You will require additional corroboration

Investigations

- Departmental Policy
 - Officer keeps
 - Detectives
 - Youth division (age)
- · Initial investigation is key
 - Communications
 - Honesty
 - Courts & Reputation

Roles

- · Responding officer
 - Initial investigation
- Supervisor
 - Make notifications
 - Scene command
- Detectives
 - Major crimes
 - Evidentiary

Interview Concerns

- Loss of Personal control
 Support/respect/caring
- Levels of crisis
 Perfect recall/detail
 Inconsistent/vague
- · Personal space
- · Advocate/SACS - Non police
- Private/Quiet area

Concerns (continued)

- · Don't "lead" questions

 - What were you thinking
 Did you feel intimidated/overpowered
- - None are insignificant
- Don't minimize
- At least you're alive
 Lucky you

No advice - commend/support/empathy

Pedophile

- Suffers intense, recurrent, sexual urges/fantasies
- Involving sexual activity of a child
- Usually 13y/o or younger (victim)
- Usually 16y/o or 5 yr older than victim (perp)
- · Can/still have sex with adults
- Not all have sex/legal ways

Child Molester

- · Engages in sexual activity with children
- · Prefers adults
- Availability, curiosity, hurt loved one (payback)

· Many child molesters are pedophiles

· Many pedophiles are child molesters

Autoerotic Deaths

 Autoerotic Behavior: Any sexual activity carried out alone, regardless of whether the genitals are stimulated, or orgasm is achieved

Autoerotic Death

 A death occurring during autoerotic behavior in which the mechanism that was employed to enhance sexual stimulation accidentally caused death. Within the typical autoerotic fatality (sexual asphyxia), physical pleasure is derived from the reduction of oxygen to the brain or hypoxia. The decreased amount of oxygen to the brain creates a semi-hallucinogenic, semilucid state for the individual.

Crime Scene Techniques for Autoerotic Fatalities

- Location
- Position of victim
- High risk agents
- Self rescue mechanism
- Bondage
- Masochism
- Clothing/Attire
- · Protective measures
- Sexual paraphernalia
- Masturbation
- Prior experience
- No suicidal intent



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL **REVIEW TRAINING CREDIT REPORT**



RECERTIFICATION REQUIRES 60 HOURS

OFF	ICER:	(Last)	(First)	DEPARTMENT:					POST ID#				
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STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



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STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

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STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

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Handgun G	Qualification	Score		Reme	dial Tra	aining	Require	ed:	Yes		No	
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CRIMES MOTIVATED BY BIGOTRY AND BIAS

2017 UPDATE

SERGEANT JOHN SZEWCZYK

History of Federal Data Collection

- (28 U.S.C. 534) which required the Attorney General to collect April 23, 1990 Congress passed the Hate Crime Statistics Act data about crimes that are based on race, religion, sexual orientation, or ethnicity
- Law was amended in 1994 to include crimes that are based on persons with disabilities
- Became a permanent part of the FBI crime data collection in 1996
- Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act of 2009 added gender and gender identity as separate categories in the collection of data (started in 2013)
- 14,997 participating agencies (2015)
- 25th Year Anniversary of the FBI reporting Hate Crime Statistics

2015 Statistics

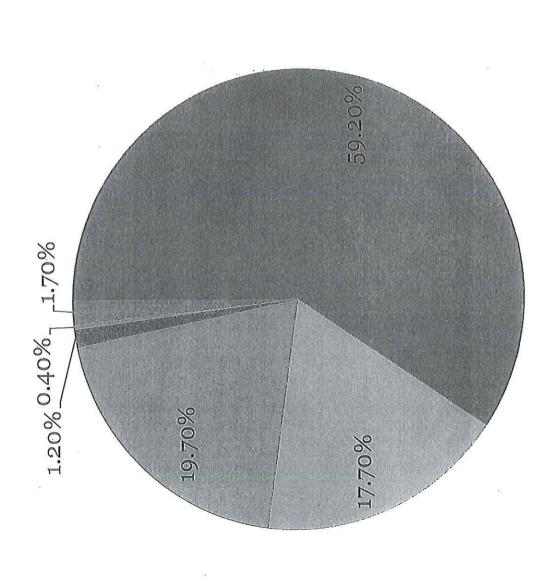
5,850 HATE CRIME INCIDENTS

(6.8% INCREASE FROM 2014)

6,885 HATE CRIME OFFENSES (7.3% INCREASE FROM 2014)

4,482 INDIVIDUALS, 2,338 PROPERTIES, 65 SOCIETY)

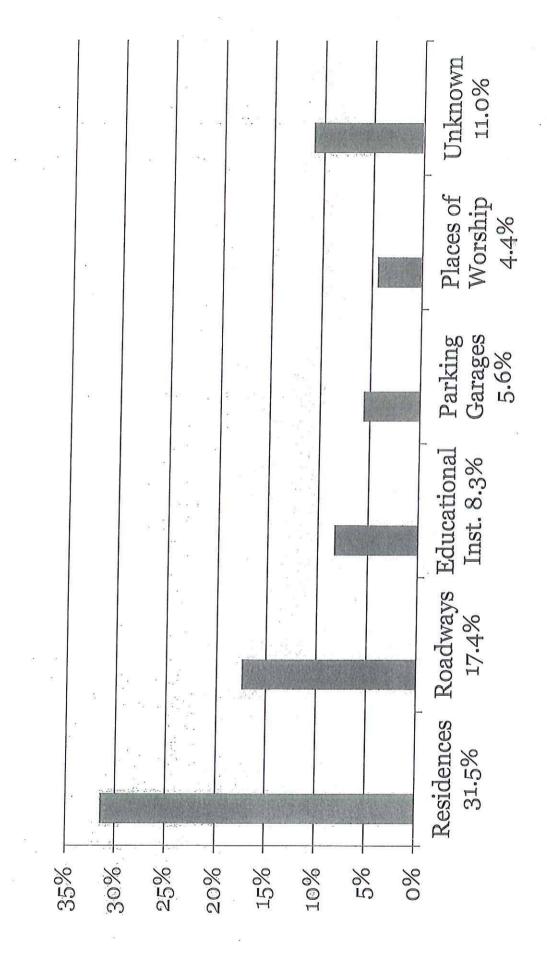
2015 BIAS CRIME BREAKDOWN (5,818 Single-Bias Incidents)



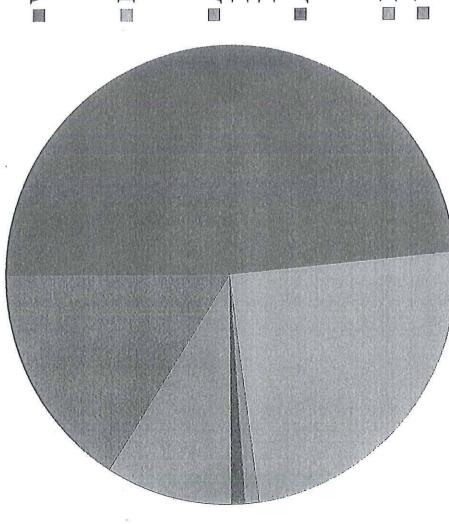
- Race/Ethnicity/Ancestry 59.2%
- Sexual Orientation 17.7%
- Religion 19.7%
- Disability 1.2%

Gender 0.4%

■ Gender Identity 1.7%



2015 KNOWN OFFENDERS



■ White 48.4%

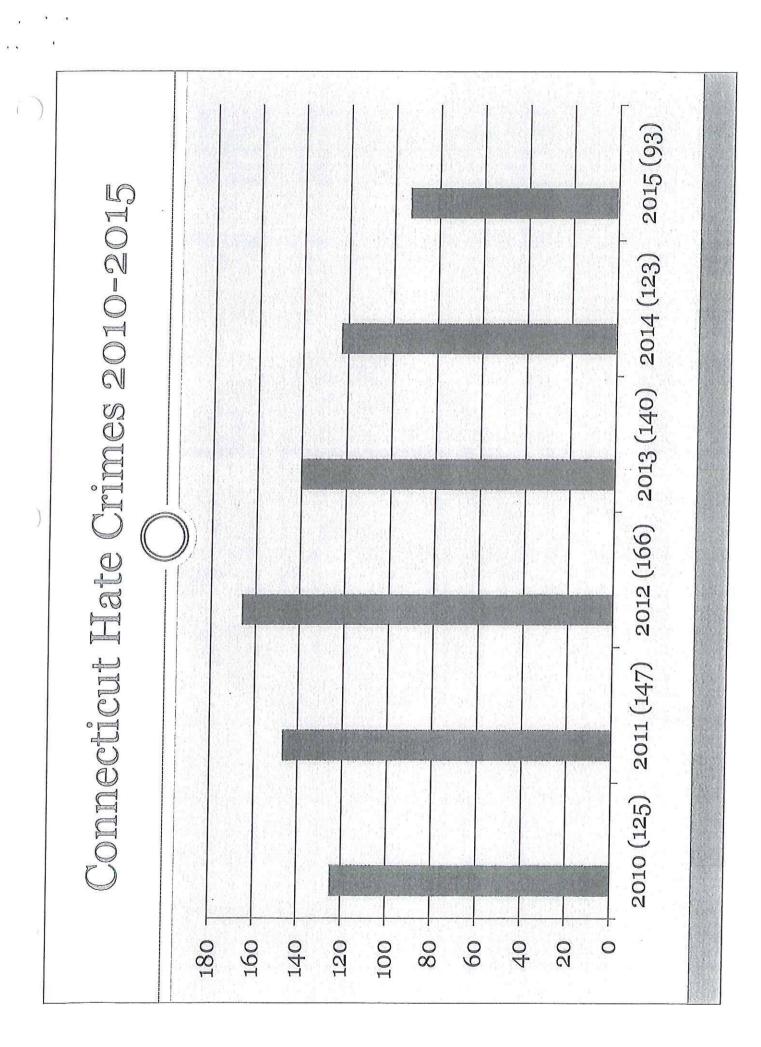
■ Black 24.3%

American Indian/Alaskan Native 1%

Asian 1%

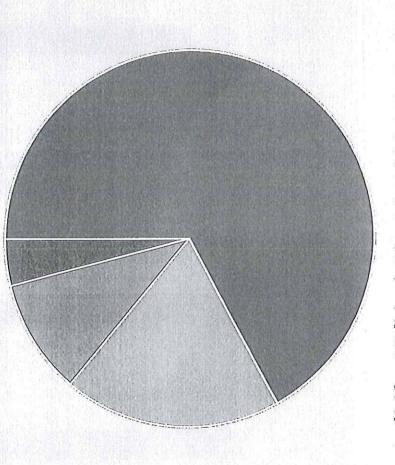
■ Multiple Races 9.1%

■ Unknown 16.2%



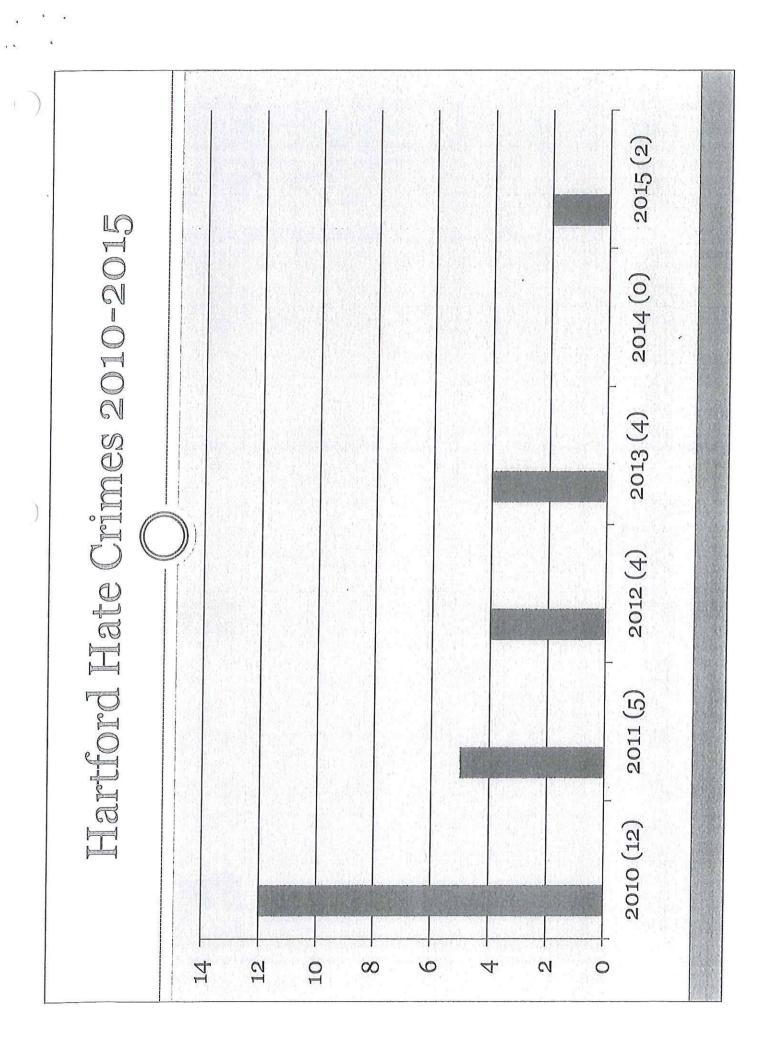
Connecticut (2015)

Bias Motivators



©Race/Ethnicity/Ancestry (67%)

© Sexual Orientation (10%) © Disability (4%)



TYPES OF HATE CRIMES - HARTFORD (2015) (O) TO DIES · Pentago (O) troughtest · that son 0 0 S S

Began in 2015

- FBI reports will now list GENDER and GENDER IDENTITY as new categories in their annual reporting statistics
- Byrd Jr. Hate Crimes Prevention Act of 2009 (data This is a result of the Matthew Shepard and James collection began in 2013)
- The FBI director approved the collection of Anti-Arab Bias starting January 1st, 2015.

FBI JURISDICTION

- Federal government will prosecute crimes of bias as civil rights violations
- 2009 Shepard-Byrd Crime Prevention Act also
- investigate hate crimes local authorities choose not 1) gave federal authorities greater ability to to pursue
- engaging in a federally protected activity (such as 2) eliminated the provision that the victim be voting)

Problems Remain

- 250,000 hate crimes a year where occurring in the United States. This is 50,000 more than they had previously estimated and approximately 40 times government study revealed that approximately Bureau of Justice Statistics (Federal Agency) more than are reported to law enforcement
- Bureau is Justice Statistics interviews thousands of households a year and extrapolates the data
- Conclusion: many crimes go unreported to law enforcement

"Police Officers" as a Protected Group

- May 2016 Louisiana is the first state in the nation hate crimes now receive an additional five years in prison and individuals convicted of misdemeanor protected group. Individuals convicted of felony hate crimes receive and additional six months in to expand its hate crimes laws to include police, firefighters, and emergency medical crews as a prison.
- Kentucky, Mississippi and Texas all followed suit over the past year
- Pending in many other states

Connecticut Statutes

- 53a-181j Intimidation based on Bigotry or Bias in the 1st Degree (Class C Felony)
- 53a-181k Intimidation based on Bigotry or Bias in the 2nd Degree (Class D Felony)
- 53a-1811 Intimidation based on Bigotry or Bias in the 3rd Degree (Class E Felony)
- 46a-58 Hate Crimes (Class A Misdemeanor unless property damaged is over \$1000 in which case it becomes a Class D Felony)
- 46a-58(c) Cross Burning (Class A Misdemeanor)

New Laws Effective October 1, 2017

- Modifies elements of crimes that deprive someone of their rights
- Minimum required fines now exist for cross burning and desecration of property
- 3rd Degree Intimidation Based on Bias and Bigotry increased from Class A Misdemeanor to a Class E Felony
- Requires Hate Crimes Offenders to participate in certain programs
- State-Wide Hate Crimes Advisory Council replaces the Hate Crimes Advisory Committee

Connecticut Uniform Crime Reporting

www.state.ct.us/dps/crime_analysis/crime_analysis.asp Middletown, Connecticut o6457-9294 Connecticut State Police 1111 Country Club Road Crimes Analysis Unit (860) 685-8030

HPD ORDER 1-26

- HPD ORDER 1-26
- 1) Preserve crime scene
- 2) Take investigative action
- 3) Report incident to supervisor
- 4) Request ESD if cross burning or other property damage
- 5) Complete CIR and CSP Form 323-C (Supervisors shall complete an Unusual Occurrence Report)

THE POLICE	HARTFORD POLICE DEPARTMENT PLANNING & ACCREDITATION	TO BE READ FOR 5 DAYS	NUMBER: 11/16-01	
CONNECTICUT	ROLL CALL TRAINING	ISSUANCE DATE: 11/18/2016	PAGE: 1 of 2	
SUBJ	ECT: RESPONDING TO HATE CRIMES	REFERENCE: CGS0 53a-181j, 181k, 181l; GO 1-26	PREPARED BY: Capt. J. Thody (Reissued)	

I. DEFINITIONS:

<u>HATE CRIME</u>: A criminal offense against a person or property motivated in whole or in part by an offender's bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.

II. STATUTES:

CGS 53a-181j: Intimidation based on bigotry or bias in the 1st degree. (Class C Felony).

- (1) The actor maliciously and with specific intent to intimidate or harass another person,
- (2) because of such person's actual or perceived race, religion, ethnicity or sexual orientation, (3) causes serious physical injury to such person or a third person.

CGS 53a-181k: Intimidation based on bigotry or bias in the 2nd degree. (Class D Felony).

- (1) The actor maliciously and with specific intent to intimidate or harass another person,
- (2) because of such person's actual or perceived race, religion, ethnicity or sexual orientation does any one of the following:
 - a. Cause physical contact with such other person, OR
 - Damages, destroys or defaces any real or personal property of such other person; OR
 - c. Threatens, by word or act, to do an act described in a or b above and there is reasonable cause to believe that such act will occur.

<u>CGS 53a-181</u>: Intimidation based on bigotry or bias in the 3rd degree. (Class A Misdemeanor). (1) The actor with specific intent to intimidate or harass another person or group of persons, (2) because of such person's actual or perceived race, religion, ethnicity or sexual orientation does any one of the following:

- Damages, destroys or defaces any real or personal property of such other person; OR
- b. Threatens, by word or act, to do an act described in subsection a above and there is reasonable cause to believe that such act will occur.

<u>CGS 46a-58(c)</u>: Cross burning. (Class A Misdemeanor). The actor places a burning cross or a simulation thereof on any public property, or on any private property without the written consent of the owner.

Note: Officers may charge another criminal statute such as assault and battery that may be easier to prove along with the Hate Crime. Also actions toward a group, even if not a specific person, can trigger a violation of 53a-181I.



11/16-01

RESPONDING TO HATE CRIMES

Page 2 of 2

ISSUED: 11/18/2016

III. PROCEDURE:

- 1. Officers should allow the victim(s) to express their concerns and feelings and also reassure the victim(s) that the Department takes these matters seriously and will pursue appropriate action. Officers should assist the victim(s) in identifying or contacting individuals or agencies that may provide support and/or assistance, such as family members, friends, clergy, and community service agencies. Available resources include the Office of Victim Services 1-888-771-3126 or CWEALF1-860-247-6090 or 1-800-547-92949.
- The following criteria can assist officers in determining whether a particular crime should be classified as a hate/bias crime. These criteria are not allinclusive, and each case must be examined on its own facts and circumstances.
 - a) Race, religion, disability, sexual orientation, ethnicity, gender, or gender identity of the victim differs from that of the offender;
 - b) Incident coincided with a holiday or date of particular significance to the victim's group;
 - Historically, animosity exists between the victim's group and the suspect's group;
 - d) Bias-related comments, written statements, or gestures, including graffiti or other symbols, were made or left at the scene by the offender;
 - e) Victims or witnesses perceive that the incident was motivated by bias;
 - f) Victim is member of targeted group;
 - g) Involvement of organized hate groups or their members;
 - h) Absence of any other motive (person attacked but not robbed.)
 - The victim has recently moved into the area and/or there have been prior words or actions of a discriminatory nature;
 - i) Similar crimes in the area;
 - k) There is evidence that the incident involves an organized hate group (e.g., K.K.K., Nazi Party, Skin Heads, etc.).



dernard R. Sullivan

HARTFORD POLICE DEPARTMENT

ICY AND PROCEDURE



EFFECTIVE DATE HUMBER

8/1/88

1-26

DATE OF ISSUE

DISTRIBUTION ALL Sworn Personnel

7/29/88

Records Manager

SUBJECT

RRES Hate Motivated Crimes-Reporting Requirements

REFERENCE Public Act 87-279; SP-323-C; RRES Report Form, HPD Orders 1-18: 5-8: 7-42 RESCINDS

N/A

PAGE 1 OF 3 PAGE

I. PURPOSE:

To establish policy and procedures relative to collecting information on crimes committed by person(s) or group(s) who were motivated to commit the crime due to their hate, bias, or bigotry of the victim's race, religion, ethnicity, or sexual orientation.

II. POLICY:

- It shall be the policy of the Hartford Police Department that for each crime an officer determines to be motivated by the victim's race, religion, ethnicity, or sexual orientation, he/she will complete a Connecticut State Police Form SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, in addition to a Case Incident Report (CIR), HPD Form 76.
- For the purpose of this order, a "Race, Religious, Ethnic, or Sexual Orientation (RRES) Crime" shall be defined as any crime which a law enforcement officer has probable cause to believe that the commission of which was motivated by hate, bias, or bigotry with reference to the victim's race, religion, ethnicity, or sexual orientation shall be classified as an RRES motivated crime and shall be reported to the Connecticut State Police as such. The definition of "crime" is as defined in Section 53a-24 of the Connecticut General Statutes.

PROCEDURES: III.

Sworn Personnel:

- When an officer on the scene makes a determination that an incident was motivated by hate, bias, or bigotry of the victim's race, religion, ethnicity, or sexual orientation, he/she shall:
 - if applicable, preserve the crime scene and evidence

BY AUTHORITY OF:

1-26



(continuation)

Chief of Police

sernard R. Sullivan

EFFECTIVE DATE

8/1/88

RRES Hate Motivated Crimes-Reporting Requirements

- immediately take all possible investigative and enforcement action
- c. report the incident to his/her supervisor
- d. request an Evidentiary Service Division Crime Technician if a cross burning or any other RRES motivated destruction of property has occurred
- e. prepare a Case Incident Report (CIR), HPD Form 76, and a Connecticut State Police Form, SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form.

B. Records Manager:

- Ensure an adequate supply of Connecticut State Police Forms SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, at all times.
- 2. Forward one copy of the completed SP-323-C Forms, Racial, Religious, Ethnic, and Sexual Orientation Report Form, to the: Connecticut State Police, Crime Analysis Unit, 294 Colony Street, Meriden, CT 06450 and one copy of the SP-323-C to the corresponding case incident file.
- 3. Ensure that Records personnel code Case Incident Reports (CIRs) involving RRES hate motivated crimes with the appropriate secondary UCR code that corresponds with the incident. The following secondary UCR codes are to be utilized for RRES hate motivated incidents:

2694 Race

2695 Religion

2696 Ethnicity

2697 Sexual Orientation



HARTFORD POLICE DEPARTMENT POLICY AND PROCEDURE



1-26

HUMBER

(continuation)

SUBJECT

EFFECTIVE DATE

8/1/88

RRES Hate Motivated Crimes-Reporting Requirements

C. Patrol Commander - FSB:

- 1. Control the issuance of Connecticut State Police. Form SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, to sworn personnel.
- 2. Pursuant to Order 5-8, ensure that an <u>Unusual</u> Occurrence Report, HPD Form 92, is completed for each RRES reported incident.

MITORD POLICE	HARTFORD POLICE DEPARTMENT POLICY AND PROCEDURE	Distribution	General Order Number			
VEST V	GENERAL ORDER	ALL PERSONNEL	1.09			
	GENERAL ORDER		Reissue/Effective Date			
CONNECTICUT			11/14/2016			
O.d., T.d.,		Accreditation Standard:	Section			
Order Title: BIASED BASED POLICING		200000111				
		POSTC 1.1.12 1				
		Section Title				
		DEPARTMENT ROLE AND AUTHORITY				
Rescinds:		1 0 000				
G.O. 7-34 (2013)		James C. Rovella. Chief of Police				

This General Order is for departmental use only and does not apply in any criminal or civil proceeding. This General Order should not be construed as creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims. Violations of this General Order will only form the basis for departmental administrative sanctions. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting

. I. PURPOSE

The purpose of this policy is to establish policy and procedures to protect citizens and officers from bias based policing.

II. POLICY

It is the policy of the Hartford Police Department ("Department") to patrol in a proactive manner, to aggressively investigate suspicious persons and circumstances, and to actively enforce motor vehicle laws, while insisting that citizens will only be stopped or detained when there exists reasonable suspicion to believe they have committed, are committing, or are about to commit an offense.

The Department's response to bias based profiling shall be a set of procedures that require professional police traffic stops; ensure that officers base their behavior on sound legal reason, safety for officers and citizens, and the accepted best practices of modern policing; and that protect Department officers when they act within the dictates of the law and policy from unwarranted accusations.

III. PROCEDURES

A. Bias Based Profiling Prohibited

1. While profiling can be a useful tool to assist officers in carrying out their duties, the use of bias based profiling, i.e., the practice of using race, ethnicity, religion, gender, sexual orientation, economic status, age, cultural group, or some other identifiable common trait of a group, as the sole reason for stopping, detaining, searching citizens, and in asset seizure and forfeiture



BIAS BASED POLICING

PAGE 2 of 5

EFFECTIVE:

efforts is prohibited.

a. Proactive Enforcement

Proactive enforcement requires officers to be observant and to identify and act upon any unusual occurrences and law violations. These enforcement efforts keep our community free from crime and our roadways safe to drive upon, and also deters and/or detects and apprehends criminals. Proactive patrol is an effective strategy to:

- (1) Protect the public from the devastation caused by drug abuse, including the suppression of the activities of drug couriers;
- Reduce street and highway traffic-related death and injury, including the apprehension of drunk drivers;
- Combat illegal trafficking and possession of weapons and drugs;
- (4) Capture and arrest fugitives at-large, and other wanted persons;
- (5) Identify and target violent gangs, terrorists and others who pose a threat to public safety; and
- (6) Otherwise promote and maintain an orderly and law abiding society.

b. Role of Supervisors

Traffic enforcement, detention, and search procedures will be accompanied by periodic supervisory oversight to ensure that officers do not go beyond the parameters of reasonableness and lawfulness in conducting such activities.

c. Recording of Motor Vehicle Stops

Motorists and pedestrians shall only be subjected to stops, seizures, or detentions upon reasonable suspicion that they have committed, are committing, or are about to commit an offense. Each time a motorist is stopped, the officer shall radio to the dispatcher the location of the stop, registration number or the description of vehicle being detained, and the number of occupants and reason for the stop. Communication personnel shall log all pertinent information. All required reports



BIAS BASED POLICING

PAGE 3 of 5

EFFECTIVE:

and/or forms shall be completed by the officer upon completion of the stop.

d. Contact with the Public

Officers shall be familiar with the Hartford Police Department Rules and Regulations, as well as all General Orders pertaining to traffic stops, including the provisions requiring professionalism and courtesy. Professional behavior is directly related to the degree of cooperation from the motorist. Officers should never forego their command presence, safety, and control of the situation during a public contact.

e. Detention and Search

- (1) No motorist, once cited or warned, shall be detained beyond the point where there exists no reasonable suspicion of further criminal activity, and no person or vehicle shall be searched in the absence of a warrant, a legally recognized exception to the warrant requirement, or the person's voluntary consent.
- (2) In each case where a search is conducted, this information shall be documented, including the legal basis for the search, and the results thereof. It is strongly recommended that consent searches only be conducted with written consent, using the proper Department form.
- (3) If the individual indicates that they will consent to a search but are refusing to sign the form, fill out the form anyway and indicate "consented to search but refused to sign," inserting initials and the signature of any witness in the signature block.

f. Completion of Required Reports

Appropriate enforcement action should always be completed, generally in the form of a warning, citation, or arrest. Police reports shall indicate the reason for the stop.

g. <u>Pretext Traffic Stops</u>

The police may affect the stop of a motorist whom they have probable cause to believe has committed a traffic violation. The officer's subjective motive for stopping the vehicle plays no role in determining whether or not probable cause exists, even if the stop of the motorist



BIAS BASED POLICING

PAGE 4 of 5
EFFECTIVE:

was a pretext to conduct a criminal investigation. However, motor vehicle stops, including pretext stops, are prohibited when based solely upon prohibited considerations, such as race, ethnicity, gender, age or sexual orientation, or any combination therein.

B. Training

- Officers will receive initial and ongoing training in proactive enforcement tactics, including training in officer safety, courtesy, cultural diversity, discrimination and bias based profiling, field contacts, traffic stops, the laws governing search and seizure, and interpersonal communications skills.
- This training shall address the issues pertaining to the practice of racial
 profiling, including its impact on police and society. Training programs will
 emphasize the need to respect the rights of all citizens to be free from
 unreasonable government intrusion or police action.

C. Corrective Measures

- Any person may file a complaint with the Department if they feel they have been stopped or searched based on bias based profiling, and no person shall be discouraged, intimidated, or coerced from filing such a complaint, or discriminated against because they have filed such a complaint. All complaints shall be investigated, and corrective measures shall be taken if it is determined that bias based profiling has occurred.
- 2. Any officer, who is told by a person that they wish to file such a complaint, shall provide the name of their immediate supervisor and the telephone number of the Department. Such accusations can often be prevented or mitigated by explaining to the motorist the reason for the stop. Any officer who is accused on scene of discrimination, bias based profiling, an illegal stop, frisk, and/or search by any person, shall report the incident to his/her immediate supervisor as soon as practical.
- 3. Supervisors who receive official complaints shall follow Departmental procedures as outlined in Section 4.01, *Citizen Complaints*, and Section 4.02, *Investigation of Misconduct and Citizen Complaints*. When backing up officers on vehicle stops and other calls, they shall be alert to any pattern or practice of possible discriminatory treatment or bias based profiling by officers.



BIAS BASED POLICING

PAGE 5 of 5 EFFECTIVE:

D. Annual Review of Department Practice and Citizen Concerns

- 1. The Crime Analysis Unit shall provide the Connecticut Office of Policy and Management with periodic reports on the characteristics of persons stopped on traffic stops by race, ethnicity and gender. Annually, a review committee shall conduct an Administrative Review during the month of July of all Department policy, practices, training, and citizen concerns and complaints relating to bias based profiling.
- 2. The review committee shall prepare and forward a report of their findings and recommendations, if any, to the Chief of Police by September 1st of each year.

State of Connecticut Department of Public Safety BIAS CRIME REPORT RACE, RELIGION, ETHNICITY, SEXUAL ORIENTATION & DISABILITY (860) 685-8030 1. Type of Report 2. Case Number 3. Name of Police Department or Troop I Initial □ Supplemental 4. Offense Town Tax 7. Day of Offense 1. ☐ Sunday 4.☐ Wednesday 5. Offense Date 6. Offense Time 6. Friday Code 2. Monday 5. Thursday 7. Saturday 3. Tuesday 8. Crime (Check up to three entries) 7. Criminal Mischlef Homicide / Manslaughter 13. ☐ Deprivation of Rights 8. Breach of Peace 2. [7] Rape / Sex Offense 14. ☐ Deprivation of Rights/Person - Mask/Hood Robbery 9. Disorderly Conduct 15. Intimidation Based on Bigotry or Bias 3. 10. Weapons Offense 16. Other . 4. Assault 11. Trespass 5. Arson 12. Threatening 6. Burglary 9. Place of Incident 1. Air/Bus/Train Terminal 7. Convenience Store 13. Highway/Road/ 19. ☐ Rental Storage Facility 8. Dept./Discount Store 2. Bank/Savings & Loan Alley or Street 20. Residence/Home 3. | Bar/Night Club 9. T Drug Store/Doctor's 14☐ H ote I/M otel/et c. 21. Restaurant 4. T Church/Synagogue Office or Hospital 22. School/College 15. Jail/Prison 23. Service/Gas Station 16. ☐ Lake/Waterway 5., M Commercial Office Bldg. 10. FieldNVoods 17. Liquor Store 6: Construction Site 11. ☐ Govt./Public Bldg 24. Specialty Store 12. Grocery market/ 18. ☐ Parking Lot/Garage 25. Other/Unknown S upermarket 10. Victim Type 1. Individual* 3. Financial institution 5. Religious organization 7. Other 2. Business 4.☐ Government 6.☐ Society / Public 8. Unknown * Indicate total number of individual victims involved: Name of Organization: ___ 11. Extent of Injury/Damage (Up to three entries allowed) A. Personal B. Property C. Symbolic 1. ☐ No Injuries 1. Deface 1. Cross Burning 2, Injury/No Treatment 2. Stolen 2. Swastika 3. \(\square\) Injury/Treatment Needed 3. Destroyed 3. Graffiti 4. | Death 4. Other_ 12, Type of W eapon 1. I firearm 5. Other (specify) 3. Physical Force 2. Knife 4. ☐ None 13. Number of Offenders Enter . 00 if unknown 14. Suspected Offenders' Race (as a group) 1. Mhite 3. American Indian/Alaskan Native 5. Multi-Racial 2. Black 4. Asian/ Pacific Islander 6. Unknown 15 Type of Blas 1. 🔲 Racial 3. Ethnic/National Origin 5. | Disability

4. Sexual Orientation

2. Religious

Determine the category	of blas as indicated in (OUGH 20: (Check <i>only one bias ca</i> Questlon 15 and indicate below the type o escriptor for each. If multiple types exist in	of victim and offender.	n in #21.
16. Racial Blas Incident	Victim was:	American Indian/Native Alask Asian/Pacific Islander Black Multi-Racial White Other Unknown	Offendo	er was:
17. Religious Bias Incident	Victim was:	1. Catholic 2. Hindu 3. Islam/Moslem 4. Jewish 5. Protestant 6. Other 7. Unknown	Offende	er was:
18. Ethnicity or National Origin Bias Incident	Victim was:	1. Arabic 2. Hispanic 3. Other 4. Unknown	Offende	r was:
19. Sexual Orientation Blas Incident	Victim was:	1. Homosexual male 2. Homosexual female 3. Heterosexual male 4. Heterosexual female 5. Bisexual male 6. Bisexual female 7. Unknown	Offende □ □ □ □ □ □ □	r was:
20. Disability Bias Incident	Victim had:	Physical disability Mental disability N/A Unknown	Offende	rhad:
21. Remarks:				
22. Officer			LD:	24. Date of Report

INSTRUCTIONS

BLOCK 1 - SUPPLEMENTARY: Check this box when a report has been previously submitted and changes are necessary. Complete the entire form, not just the blocks where the changes occur. If a case should be deleted, send a copy of the case report with a memo requesting the deletion and specifying the reason for the request

BLOCKS 2 through 13 - Self explanatory

BLOCK 14 - Self explanatory, except "Multi-Racial" refers to an individual, not a group

BLOCKS 15 through 20 Select from only ONE type of blas for both victim and offender.

BLOCK 18 - If "Other" was selected, write in the ethnicity or national origin if not Arab or Hispanic.

BLOCK 21 - Briefly detail character of the incident and any other helpful information. BLOCKS 22 through 24 - Self explanatory

IACP National Law Enforcement Policy Center INVESTIGATION OF HATE AND BIAS CRIMES

Model Policy May 2000

I. PURPOSE

This policy is designed to assist employees in identifying crimes motivated by hate and bias toward an individual's race, religion, ethnicity, sexual orientation, gender, or disability and to define appropriate steps for assisting victims and conducting investigations.

II. POLICY

It is the policy of this law enforcement agency to safeguard the state and federal rights of all individuals irrespective of their race, religion, ethnicity, sexual orientation, gender, or disability. Any acts or threats of violence, property damage, harassment, intimidation, or other crimes motivated by hate or bias and designed to infringe upon these rights are viewed very seriously by this agency and will be given high priority. This agency will employ necessary resources and vigorous law enforcement action to identify and arrest hate crime perpetrators. Also, recognizing the particular fears and distress typically suffered by victims, the potential for reprisal and escalation of violence, and the farreaching negative consequences of these crimes on the community, this agency shall attend to the security and related concerns of the immediate victims and their families.

III. DEFINITIONS

Hate Crime: Any unlawful action designed to frighten, harm, injure, intimidate, or harass an individual in whole or in part because of a bias motivation against the victim's actual or perceived race, religion, ethnic background, sexual orientation, gender, or disability of the victim.

Hate Incident: Hate incidents are those actions by an individual or group that, while motivated by hate or bias, do not rise to the level of a criminal offense.

Race: A group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair, facial features) genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

Ethnic Group: A group of persons of the same race or national origin who share common characteristics, languages, customs, history, or traditions, or a minority or nationality group that is part of a larger community.

Religious Group: Any persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

Sexual Orientation: A sexual attraction toward, and responsiveness to, members of one's own sex or members of the opposite sex (e.g., gay, lesbian, heterosexual).

Gender: The biologically determined sex of an individual (i.e., male or female). Also, persons who possess the characteristics, identities, and/or behaviors typically assigned to persons on the basis of their sex (e.g., transsexuals).

Disability: Physical or mental impairments or challenges, whether temporary or permanent, due to conditions that are congenital or acquired by heredity, accident, injury, advanced age, or illness.¹

IV. PROCEDURES

A. Initial Response Procedures

Initial responding officers at the scene of a suspected hate or bias crime or incident shall take preliminary actions deemed necessary, to include, but not limited to, the following:

- 1. Secure the scene.
- 2. Stabilize the victim(s) and request medical attention when necessary.
- 3. Ensure the safety of victims and witnesses.
- 4. physical evidence, such as,
 - a. hate literature,
 - b. spray paint cans, and
 - c. symbolic objects used by hate groups (e.g., swastikas, crosses).
 - d. Identify criminal evidence on the victim.
- 5. Request the assistance of a translator, where necessary.
- 6. Request the assistance of a supervisor.
- 7. Conduct a preliminary investigation and record information on
 - a. the identity of suspected perpetrators,
 - b. the identity of witnesses, including those no longer at the scene,
 - c. prior occurrences in the immediate area or against the same victim, and/or
 - d. statements made by suspects; exact language is critical.
- 8. Arrest suspected perpetrators if probable cause exists.
- Assist investigators in complying with any federal or state hate crime reporting requests.

B. Supervisors' Responsibilities

The supervisor shall confer with the initial responding officer(s), take measures to ensure that necessary preliminary actions have been taken, and inform an immediate supervisor of the criminal act. The supervisor shall request any appropriate additional personnel necessary to accomplish the following:

- 1. Provide immediate assistance to the crime victim.
 - a. Express empathy for the victim and show a sincere interest in his/her well-being.
 - b. Express the law enforcement agency's official position on the importance of these cases, and the measures that will be taken to apprehend the perpetrators.

¹ Under federal law, a crime can only be deemed a "hate crime" if perpetrated against an individual because of their actual or perceived race, color, religion or national origin and when the victim is participating in one of six federally protected activities. Amendments to 19 U.S.C. are being considered. See this policy's *Concepts and Issues Paper* for a complete discussion of the differences between protected classes of individuals under federal and state law.

- c. Express the department's interest in protecting victims' anonymity whenever possible.
- d. Allow the victim a period in which to ventilate his/her immediate concerns and express his/her feelings.
- e. Identify individuals or agencies that may provide support and assistance. These may include family members or close acquaintances, a family clergyman or departmental chaplain, as well as community service agencies that provide victim assistance, shelter, food, clothing, child care, or other related services.
- f. Explain security measures and precautions to the victim.
- 2. Conduct a standard preliminary investigation.
- 3. Ensure that all relevant facts are documented on an incident and/or arrest report and make an initial determination as to whether the incident should be classified as a hate crime for federal and state bias crime-reporting purposes.
- 4. Notify other appropriate personnel in the chain of command, depending on the nature and seriousness of the offense and its potential inflammatory and related impact on the community.
- C. Investigators' Responsibilities

In responding to the scene of an alleged hate crime, investigators shall assume control of the follow-up investigation to include the following:

- 1. Ensure that the scene is properly protected, preserved, and processed and all physical evidence of the incident is removed as soon as possible after the offense is documented. If evidence of an inflammatory nature cannot be physically removed (e.g., painted words or signs on a wall), the owner of the property shall be contacted to do all that is possible to ensure that the graffiti is removed as soon as possible. The officer shall follow up to ensure that this is accomplished in a timely manner.
- 2. Conduct a comprehensive interview with all victims and witnesses at the scene, or as soon as possible thereafter, and canvass the neighborhood for additional personal sources of information.
- 3. Work closely with the prosecutor's office to ensure that a legally adequate case is developed for prosecution.
- 4. Coordinate the investigation with agency, state, and regional intelligence operations. These sources shall provide the investigative officer with an analysis of any patterns, organized hate groups, and suspects potentially involved in the offense.
- 5. Coordinate the investigation with the identification and other units of the agency and with outside agencies where appropriate.
- 6. Maintain contact with the initial responding officer and keep him/her apprised of the status of the case.
- 7. Make a final determination as to whether the incident should be classified as a hate crime.
- 8. Complete any reports necessary to comply with statistical reporting requirements for hate crimes.

- 9. Investigative officers shall take steps to ensure that appropriate assistance is being provided to hate crime victims, to include the following measures:
 - a. Contact the victim periodically to determine whether he/she is receiving adequate and appropriate assistance.
 - b. Provide ongoing information to the victim about the status of the criminal investigation.
- D. Community Relations/Crime Prevention
 - Hate crimes are viewed in the community not only as a crime against the targeted victim(s), but also as a crime against the victim's identification group as a whole. Working constructively with segments of this larger community after such crimes is essential to help reduce fears, stem possible retaliation, prevent additional hate crimes, and encourage any other previously victimized individuals to step forward and report those crimes. This is particularly important if an upward trend has been identified in these crimes. Towards this end, this agency's community relations function, or officers so assigned, shall perform the following:
 - 1. Meet with neighborhood groups, residents in target communities and other identified groups, allay fears, emphasize the agency's concern over this and related incidents, reduce the potential for counter-violence, and provide safety, security, and crime prevention information.
 - 2. Provide direct and referral assistance to the victim and his/her family.
 - 3. Conduct public meetings on hate crime threats and violence in general.
 - 4. Establish liaison with formal community-based organizations and leaders.
 - 5. Expand, where appropriate, preventive programs such as hate, bias, and crime reduction seminars for school children.



HARTFORD POLICE DEPARTMENT HEADQUARTERS DIVISION ROLL CALL TRAINING

TO BE READ FOR 5 DAYS

ROLL CALL #: 10/12-01

ISSUANCE DATE: PAGE: 1 of 1

REFERENCE: APPROVED BY: Www.adl.org/hateid, AC Brian Heavren

NEW ADL MOBILE WEBSITE CONTAINING HATE SYMBOLS & HATE CRIME INDICATORS

The Anti-Defamation League (ADL) and the International Association of Chiefs of Police (IACP) are launching a new mobile web site (www.adl.org/hateid) that enables law enforcement officers to quickly and easily access ADL's expert information on hate symbols, international terrorist symbols, and hate crime indicators from anywhere using their handheld mobile devices

The site includes graphics and numerical symbols and acronyms used as shorthand by hate groups, with background on each symbol's meaning and history. The new resource helps officers decipher the significance of hate symbols, tattoos or graffiti from the scene of a crime. The ADL encourages officer to take photos of hate symbols, especially those that are unfamiliar to you, and e-mail them to ADL at hate-symbols@adl.org

Note: The Anti-Defamation League (http://www.adl.org), founded in 1913, is a non-governmental authority specializing in domestic terrorism, extremism, organized hate groups and hate crimes. The League provides expertise, resources, and support to law enforcement across the U.S.

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POST Credit Make Up Exam:

Crimes Motivated By Bigotry and Bias [524]

1. The majority of Hate Crime incidents are based on the victims:

	A.	Sexual orientation
	В.	Race/ Ethnicity/ Ancestry
	C.	Gender
	D.	Religion
2.	Hate C	rimes are often committed at:
		Parking garages
		Places of worship
		The victims residence
	D.	Educational institutions
3.		will now list Gender and Gender Identity as new categories in their annual reporting
	statistic	
		True
	В.	False
4.	Hate_	are those actions or words motivated by hate, but don't rise to the level of a crime.
		Incidents
	В.	Occurrences
	C.	Events
	D.	Disturbances
5.	report t damage A.	der 1-26 requires the officer to: Preserve the crime scene, take investigative action, he incident to his or her supervisor, request ESD if cross burning or other property, and complete a CIR and CSP Form 323-C form. True False
6.	or financ	mes are not only committed against individual, but are also committed against business cial institutions, government, and religions. True False

7.	the state of Connecticut, is the majority bias motivator A. Race/ Ethnicity/ Ancestry B. Religion C. Sexual Orientation D. Disability	
8.	hich Race/ Ethnicity/ Ancestry has the highest known offenders? A. White B. Black C. American Indian/ Alaskan Native D. Asian	8
9.	any hate crimes go unreported to law enforcement. A. True B. False	
10.	w enforcement professionals may be held liable if they arrest someone for engaging in highly fensive speech that the court has decided was constitutionally protected. A. True B. False	•

POST Credit Make Up Exam:

Crimes Motivated By Bigotry and Bias [524]

1.	The majority of Hate Crime incidents are based on the victims: A. Sexual orientation B. Race/ Ethnicity/ Ancestry C. Gender D. Religion
2.	Hate Crimes are often committed at: A. Parking garages B. Places of worship C. The victims residence D. Educational institutions
3.	The FBI will now list Gender and Gender Identity as new categories in their annual reporting statistics. A. True B. False
4.	Hate are those actions or words motivated by hate, but don't rise to the level of a crime. A. Incidents B. Occurrences C. Events D. Disturbances
5.	HPD Order 1-26 requires the officer to: Preserve the crime scene, take investigative action, report the incident to his or her supervisor, request ESD if cross burning or other property damage, and complete a CIR and CSP Form 323-C form. A. True B. False
6.	Hate crimes are not only committed against individual, but are also committed against business or financial institutions, government, and religions. A. True B. False

	A.	White	
	В.	Black/ African America	
	C.	American Indian/ Alaskan Native	
	D.	Asian	
9.	Many l	hate crimes go unreported to law enforcement.	
		True	
	В.	False	
10.	Law en	nforcement professionals may be held liable if they arrest someone for engaging in highly	
	offensi	ive speech that the court has decided was constitutionally protected.	
	A.	True	y'
	В.	False	1
		e e	
22			
		A .	
		2	

7. In the state of Connecticut, _____ is the majority bias motivator

8. Which Race/ Ethnicity/ Ancestry has the highest known offenders?

A. Race/ Ethnicity/ Ancestry

C. Sexual Orientation

B. Religion

D. Disability



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFICER:	(I 1) (Fig. 1)		DEPARTM	ENT: _H	Hartford		POS	T ID#	
	(Last) (First)	(MI)							
Firearms	Qualification per GN	03-3 "Each 3 h range for a tota	our class \	vill con	sist of o	one-hour cl	assroom	time a	and two
					.=				
Minimun	n passing firearms qua	ification score=	80% (240/30	0) of a m	ninimum	60 round P	OSTC app	roved	course
				0	0				
Area		Topic		hrs	Course credit	Date	** In:	structor	Signature
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class A Mis	sdemeanor.								
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m 11/66				~ 00		and a life to the same	76.5		
Training Off	icer's Signature	Date		Officer Re	eceiving	Fraining Signa	ture	I	Date

POST Credit Make Up Exam:

A. Sexual orientation

Crimes Motivated By Bigotry and Bias [524]

1. The majority of Hate Crime incidents are based on the victims:

	C. Gender D. Religion
2.	Hate Crimes are often committed at: A. Parking garages B. Places of worship C. The victims residence D. Educational institutions
3.	The FBI will now list Gender and Gender Identity as new categories in their annual reporting statistics. A. True B. False
4.	Hate are those actions or words motivated by hate, but don't rise to the level of a crime. A. Incidents B. Occurrences C. Events D. Disturbances
5.	HPD Order 1-26 requires the officer to: Preserve the crime scene, take investigative action, report the incident to his or her supervisor, request ESD if cross burning or other property damage, and complete a CIR and CSP Form 323-C form. A. True B. False
6.	Hate crimes are not only committed against individual, but are also committed against business or financial institutions, government, and religions. A. True B. False

	D. Disability
8.	Which Race/ Ethnicity/ Ancestry has the highest known offenders? A. White B. Black C. American Indian/ Alaskan Native D. Asian
9.	Many hate crimes go unreported to law enforcement. A. True B. False
10	. Law enforcement professionals may be held liable if they arrest someone for engaging in highly offensive speech that the court has decided was constitutionally protected. A. True B. False

7. In the state of Connecticut, _____ is the majority bias motivator

A. Race/ Ethnicity/ Ancestry

C. Sexual Orientation

B. Religion

CRIMES MOTIVATED BY BIGOTRY AND BIAS

2017 UPDATE

SERGEANT JOHN SZEWCZYK

History of Federal Data Collection

- (28 U.S.C. 534) which required the Attorney General to collect April 23, 1990 Congress passed the Hate Crime Statistics Act data about crimes that are based on race, religion, sexual orientation, or ethnicity
- Law was amended in 1994 to include crimes that are based on persons with disabilities
 - Became a permanent part of the FBI crime data collection in 1996
- Matthew Shepard and James Byrd Jr. Hate Crimes Prevention Act of 2009 added gender and gender identity as separate categories in the collection of data (started in 2013)
- 14,997 participating agencies (2015)
- 25th Year Anniversary of the FBI reporting Hate Crime Statistics

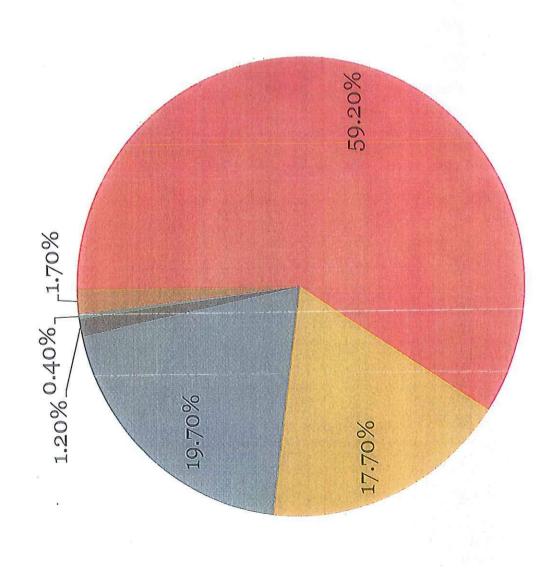
2015 Statistics

5,850 HATE CRIME INCIDENTS (6.8% INCREASE FROM 2014)

6,885 HATE CRIME OFFENSES (7.3% INCREASE FROM 2014)

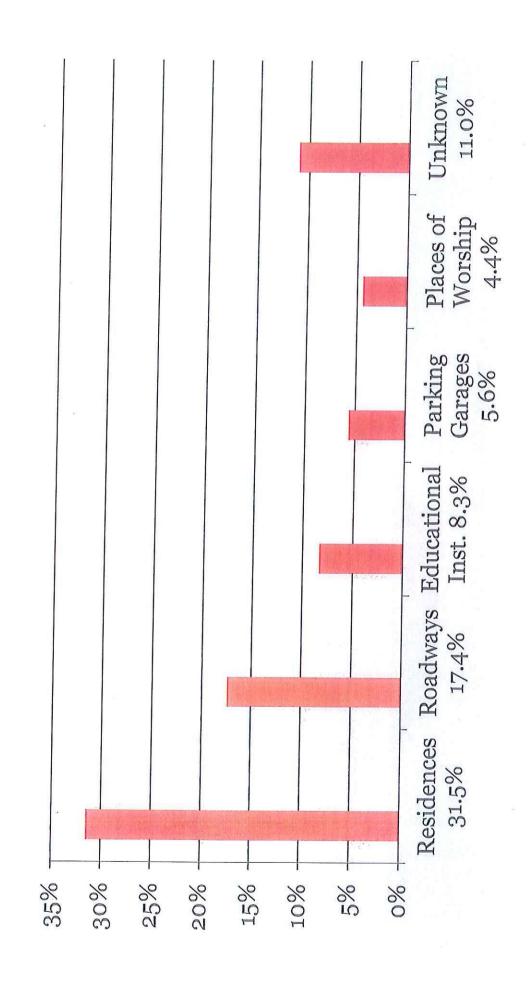
(4,482 INDIVIDUALS, 2,338 PROPERTIES, 65 SOCIETY)

2015 BIAS CRIME BREAKDOWN (5,818 Single-Bias Incidents)

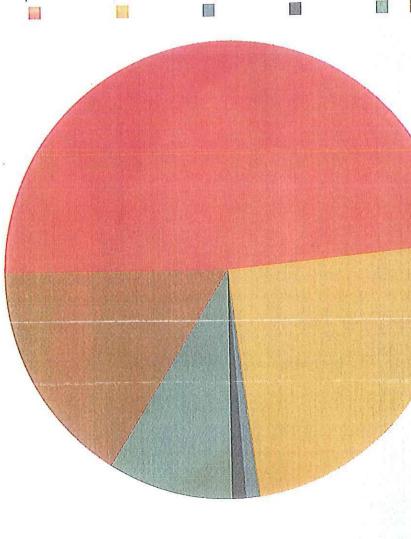


- Race/Ethnicity/Ancestry 59.2%
- Sexual Orientation 17.7%
- Religion 19.7%
- Disability 1.2%
- Gender 0.4%
- Gender Identity 1.7%

2015 COMMON LOCATION OF INCIDENTS



2015 KNOWN OFFENDERS



White 48.4%

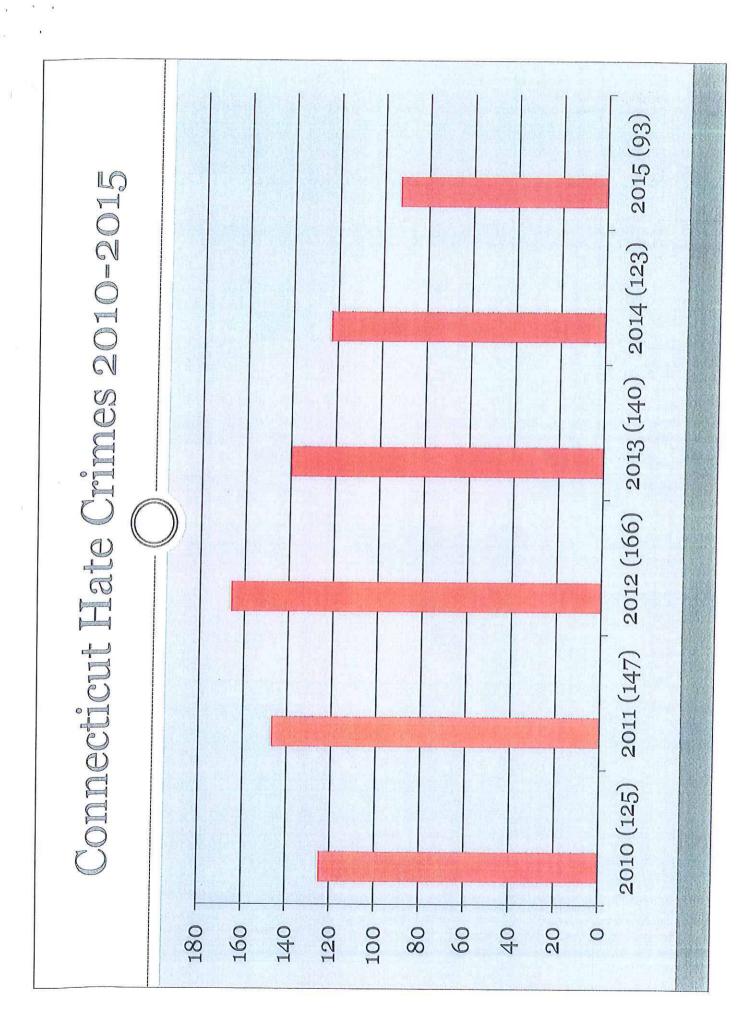
Black 24.3%

AmericanIndian/AlaskanNative 1%

Asian 1%

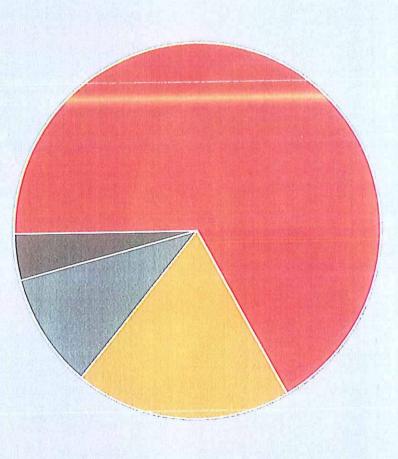
■ Multiple Races 9.1%

Unknown 16.2%



Connecticut (2015)

Bias Motivators



Race/Ethnicity/Ancestry (67%) = Religion (19%) Sexual Orientation (10%) Disability (4%)



IYPES OF HATE CRIMES - HARTFORD (2015) · ispus (O) taputas Tentos. (O) tropsiles · Maleson d 0 3 S 4 0

Began in 2015

- FBI reports will now list GENDER and GENDER IDENTITY as new categories in their annual reporting statistics
- Byrd Jr. Hate Crimes Prevention Act of 2009 (data This is a result of the Matthew Shepard and James collection began in 2013)
- The FBI director approved the collection of Anti-Arab Bias starting January 1st, 2015.

FBI JURISDICTION

- Federal government will prosecute crimes of bias as civil rights violations
- 2009 Shepard-Byrd Crime Prevention Act also
- investigate hate crimes local authorities choose not 1) gave federal authorities greater ability to

to pursue

engaging in a federally protected activity (such as 2) eliminated the provision that the victim be voting)

Problems Remain

- 250,000 hate crimes a year where occurring in the United States. This is 50,000 more than they had previously estimated and approximately 40 times government study revealed that approximately Bureau of Justice Statistics (Federal Agency) more than are reported to law enforcement
- Bureau is Justice Statistics interviews thousands of households a year and extrapolates the data
- · Conclusion: many crimes go unreported to law enforcement

"Police Officers" as a Protected Group

- May 2016 Louisiana is the first state in the nation hate crimes now receive an additional five years in prison and individuals convicted of misdemeanor hate crimes receive and additional six months in protected group. Individuals convicted of felony to expand its hate crimes laws to include police, firefighters, and emergency medical crews as a prison.
- Kentucky, Mississippi and Texas all followed suit over the past year
- Pending in many other states

Connecticut Statutes

- 53a-181j Intimidation based on Bigotry or Bias in the 1st Degree (Class C Felony)
- 53a-181k Intimidation based on Bigotry or Bias in the 2nd Degree (Class D Felony)
- 53a-1811 Intimidation based on Bigotry or Bias in the 3rd Degree (Class E Felony)
- 46a-58 Hate Crimes (Class A Misdemeanor unless property damaged is over \$1000 in which case it becomes a Class D Felony)
- 46a-58(c) Cross Burning (Class A Misdemeanor)

New Laws Effective October 1, 2017

- Modifies elements of crimes that deprive someone of their rights
- Minimum required fines now exist for cross burning and desecration of property
- 3rd Degree Intimidation Based on Bias and Bigotry increased from Class A Misdemeanor to a Class E Felony
- Requires Hate Crimes Offenders to participate in certain programs
- State-Wide Hate Crimes Advisory Council replaces the Hate Crimes Advisory Committee

Connecticut Uniform Crime Reporting

www.state.ct.us/dps/crime_analysis/crime_analysis.asp Middletown, Connecticut 06457-9294 Connecticut State Police 1111 Country Club Road Crimes Analysis Unit (860) 685-8030

HPD ORDER 1-26

- HPD ORDER 1-26
- 1) Preserve crime scene
- 2) Take investigative action
- Report incident to supervisor 3
- Request ESD if cross burning or other property damage
- Complete CIR and CSP Form 323-C (Supervisors shall complete an Unusual Occurrence Report) 3

TO STATE OF THE PARTY OF THE PA	HARTFORD POLICE DEPARTMENT PLANNING & ACCREDITATION	TO BE READ FOR 5 DAYS	NUMBER: 11/16-01	
CONNECTICUT	ROLL CALL TRAINING	ISSUANCE DATE: 11/18/2016	PAGE: 1 of 2	
SUBJ	ECT: RESPONDING TO HATE CRIMES	REFERENCE: CGS0 53a-181j, 181k, 181l; GO 1-26 FBI	PREPARED BY: Capt. J. Thody (Reissued)	

I. DEFINITIONS:

<u>HATE CRIME</u>: A criminal offense against a person or property motivated in whole or in part by an offender's bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.

II. STATUTES:

<u>CGS 53a-181</u>: Intimidation based on bigotry or bias in the 1st degree. (Class C Felony). (1) The actor maliciously and with specific intent to intimidate or harass another person, (2) because of such person's actual or perceived race, religion, ethnicity or sexual orientation, (3) causes serious physical injury to such person or a third person.

<u>CGS 53a-181k:</u> Intimidation based on bigotry or bias in the 2nd degree. (Class D Felony). (1) The actor maliciously and with specific intent to intimidate or harass another person, (2) because of such person's actual or perceived race, religion, ethnicity or sexual orientation does any one of the following:

- a. Cause physical contact with such other person, OR
- Damages, destroys or defaces any real or personal property of such other person; OR
- c. Threatens, by word or act, to do an act described in a or b above and there is reasonable cause to believe that such act will occur.

<u>CGS 53a-1811:</u> Intimidation based on bigotry or bias in the 3rd degree. (Class A Misdemeanor). (1) The actor with specific intent to intimidate or harass another person or group of persons, (2) because of such person's actual or perceived race, religion, ethnicity or sexual orientation does any one of the following:

- Damages, destroys or defaces any real or personal property of such other person; OR
- b. Threatens, by word or act, to do an act described in subsection a above and there is reasonable cause to believe that such act will occur.

<u>CGS 46a-58(c)</u>: Cross burning. (Class A Misdemeanor). The actor places a burning cross or a simulation thereof on any public property, or on any private property without the written consent of the owner.

Note: Officers may charge another criminal statute such as assault and battery that may be easier to prove along with the Hate Crime. Also actions toward a group, even if not a specific person, can trigger a violation of 53a-181I.



11/16-01

RESPONDING TO HATE CRIMES

Page 2 of 2

ISSUED: 11/18/2016

III. PROCEDURE:

- 1. Officers should allow the victim(s) to express their concerns and feelings and also reassure the victim(s) that the Department takes these matters seriously and will pursue appropriate action. Officers should assist the victim(s) in identifying or contacting individuals or agencies that may provide support and/or assistance, such as family members, friends, clergy, and community service agencies. Available resources include the Office of Victim Services 1-888-771-3126 or CWEALF1-860-247-6090 or 1-800-547-92949.
- The following criteria can assist officers in determining whether a particular crime should be classified as a hate/bias crime. These criteria are not allinclusive, and each case must be examined on its own facts and circumstances.

 Race, religion, disability, sexual orientation, ethnicity, gender, or gender identity of the victim differs from that of the offender;

 b) Incident coincided with a holiday or date of particular significance to the victim's group;

c) Historically, animosity exists between the victim's group and the suspect's group;

d) Bias-related comments, written statements, or gestures, including graffiti or other symbols, were made or left at the scene by the offender;

e) Victims or witnesses perceive that the incident was motivated by bias;

f) Victim is member of targeted group;

g) Involvement of organized hate groups or their members;

h) Absence of any other motive (person attacked but not robbed.)

 The victim has recently moved into the area and/or there have been prior words or actions of a discriminatory nature;

j) Similar crimes in the area;

k) There is evidence that the incident involves an organized hate group (e.g., K.K.K., Nazi Party, Skin Heads, etc.).



Chief of Police

SUBJ ECT

HARTFORD POLICE DEPARTMENT

POLICY AND PROCEDURE

RRES Hate Motivated Crimes-Reporting



EFFECTIVE DATE

NUMBER

8/1/88

1-26

DATE OF ISSUE

DISTRIBUTION All SWOIM Personnel Records Manager

7/29

7/29/88

REFERENCE Public Act 87-279; SP-323-C; RRES Report Form, HPD Orders 1-18: 5-8: 7-42

RESCINDS

N/A

PAGE 1 OF 3 PAGE

I. PURPOSE:

Requirements

To establish policy and procedures relative to collecting information on crimes committed by person(s) or group(s) who were motivated to commit the crime due to their hate, bias, or bigotry of the victim's race, religion, ethnicity, or sexual orientation.

II. POLICY:

- A. It shall be the policy of the Hartford Police Department that for each crime an officer determines to be motivated by the victim's race, religion, ethnicity, or sexual orientation, he/she will complete a Connecticut State Police Form SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, in addition to a Case Incident Report (CIR), HPD Form 76.
- B. For the purpose of this order, a "Race, Religious, Ethnic, or Sexual Orientation (RRES) Crime" shall be defined as any crime which a law enforcement officer has probable cause to believe that the commission of which was motivated by hate, bias, or bigotry with reference to the victim's race, religion, ethnicity, or sexual orientation shall be classified as an RRES motivated crime and shall be reported to the Connecticut State Police as such. The definition of "crime" is as defined in Section 53a-24 of the Connecticut General Statutes.

III. PROCEDURES:

A. Sworn Personnel:

- When an officer on the scene makes a determination that an incident was motivated by hate, bias, or bigotry of the victim's race, religion, ethnicity, or sexual orientation, he/she shall:
 - a. if applicable, preserve the crime scene and evidence

BY AUTHORITY OF:

/LL



HARTFORD POLICE DEPARTMENT

POLICY AND PROCEDURE



1-26

Chief of Police

SUBJECT

(continuation)

RRES Hate Motivated Crimes-Reporting Requirements

EFFECTIVE DATE

8/1/88

- immediately take all possible investigative b. and enforcement action
- report the incident to his/her supervisor C.
- request an Evidentiary Service Division Crime Technician if a cross burning or any other d. RRES motivated destruction of property has occurred
- prepare a Case Incident Report (CIR), HPD Form 76, and a Connecticut State Police Form, 0. SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form.

Records Manager: B.

- Ensure an adequate supply of Connecticut State Police Forms SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, at all times.
- Forward one copy of the completed SP-323-C Forms, Racial, Religious, Ethnic, and Sexual Orientation Report Form, to the: Connecticut State Police, Crime Analysis Unit, 294 Colony Street, Meriden, CT 06450 and one copy of the SP-323-C to the corresponding case incident file.
- Ensure that Records personnel code Case Incident Reports (CIRs) involving RRES hate motivated crimes with the appropriate secondary UCR code that corresponds with the incident. The following secondary UCR codes are to be utilized for RRES hate motivated incidents:

2694 Race

2695 Religion

2696 Ethnicity

Sexual Orientation 2697



HARTFORD POLICE DEPARTMENT

POLICY AND PROCEDURE



1-26

NUMBER

(continuation)

Chief of Police
SUBJECT

. EFFECTIVE DATE

8/1/88

RRES Hate Motivated Crimes-Reporting Requirements

C. Patrol Commander - FSB:

- 1. Control the issuance of Connecticut State Police. Form SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, to sworn personnel.
- 2. Pursuant to Order 5-8, ensure that an <u>Unusual</u>
 <u>Occurrence Report</u>, HPD Form 92, is completed for each RRES reported incident.

TOPO PO	HARTFORD POLICE DEPARTMENT	Distribution	General Order Number	
N S S N	POLICY AND PROCEDURE GENERAL ORDER	ALL PERSONNEL	1.09	
	GENERAL ORDER	Original Issue Date	Reissue/Effective Date	
CONNECTICUT		11/14/2016	11/14/2016	
		Accreditation Standard:	Section	
Order Title: BIASED BASED POLICING		POSTC 1.1.12 1		
		Section Title DEPARTMENT ROLE AND AUTHORITY		
Rescinds:		1 0	000	
G.O. 7-34 (2013)		James C. Rovella. Chief of Police		

This General Order is for departmental use only and does not apply in any criminal or civil proceeding. This General Order should not be construed as creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims. Violations of this General Order will only form the basis for departmental administrative sanctions. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting

. I. PURPOSE

The purpose of this policy is to establish policy and procedures to protect citizens and officers from bias based policing.

II. POLICY

It is the policy of the Hartford Police Department ("Department") to patrol in a proactive manner, to aggressively investigate suspicious persons and circumstances, and to actively enforce motor vehicle laws, while insisting that citizens will only be stopped or detained when there exists reasonable suspicion to believe they have committed, are committing, or are about to commit an offense.

The Department's response to bias based profiling shall be a set of procedures that require professional police traffic stops; ensure that officers base their behavior on sound legal reason, safety for officers and citizens, and the accepted best practices of modern policing; and that protect Department officers when they act within the dictates of the law and policy from unwarranted accusations.

III. PROCEDURES

A. Bias Based Profiling Prohibited

1. While profiling can be a useful tool to assist officers in carrying out their duties, the use of bias based profiling, i.e., the practice of using race, ethnicity, religion, gender, sexual orientation, economic status, age, cultural group, or some other identifiable common trait of a group, as the sole reason for stopping, detaining, searching citizens, and in asset seizure and forfeiture



BIAS BASED POLICING

PAGE 2 of 5

EFFECTIVE:

efforts is prohibited.

a. Proactive Enforcement

Proactive enforcement requires officers to be observant and to identify and act upon any unusual occurrences and law violations. These enforcement efforts keep our community free from crime and our roadways safe to drive upon, and also deters and/or detects and apprehends criminals. Proactive patrol is an effective strategy to:

- (1) Protect the public from the devastation caused by drug abuse, including the suppression of the activities of drug couriers;
- (2) Reduce street and highway traffic-related death and injury, including the apprehension of drunk drivers;
- (3) Combat illegal trafficking and possession of weapons and drugs;
- (4) Capture and arrest fugitives at-large, and other wanted persons;
- (5) Identify and target violent gangs, terrorists and others who pose a threat to public safety; and
- (6) Otherwise promote and maintain an orderly and law abiding society.

b. Role of Supervisors

Traffic enforcement, detention, and search procedures will be accompanied by periodic supervisory oversight to ensure that officers do not go beyond the parameters of reasonableness and lawfulness in conducting such activities.

c. Recording of Motor Vehicle Stops

Motorists and pedestrians shall only be subjected to stops, seizures, or detentions upon reasonable suspicion that they have committed, are committing, or are about to commit an offense. Each time a motorist is stopped, the officer shall radio to the dispatcher the location of the stop, registration number or the description of vehicle being detained, and the number of occupants and reason for the stop. Communication personnel shall log all pertinent information. All required reports



BIAS BASED POLICING

PAGE 3 of 5

EFFECTIVE:

and/or forms shall be completed by the officer upon completion of the stop.

d. Contact with the Public

Officers shall be familiar with the Hartford Police Department Rules and Regulations, as well as all General Orders pertaining to traffic stops, including the provisions requiring professionalism and courtesy. Professional behavior is directly related to the degree of cooperation from the motorist. Officers should never forego their command presence, safety, and control of the situation during a public contact.

e. Detention and Search

- (1) No motorist, once cited or warned, shall be detained beyond the point where there exists no reasonable suspicion of further criminal activity, and no person or vehicle shall be searched in the absence of a warrant, a legally recognized exception to the warrant requirement, or the person's voluntary consent.
- (2) In each case where a search is conducted, this information shall be documented, including the legal basis for the search, and the results thereof. It is strongly recommended that consent searches only be conducted with written consent, using the proper Department form.
- (3) If the individual indicates that they will consent to a search but are refusing to sign the form, fill out the form anyway and indicate "consented to search but refused to sign," inserting initials and the signature of any witness in the signature block.

f. Completion of Required Reports

Appropriate enforcement action should always be completed, generally in the form of a warning, citation, or arrest. Police reports shall indicate the reason for the stop.

g. <u>Pretext Traffic Stops</u>

The police may affect the stop of a motorist whom they have probable cause to believe has committed a traffic violation. The officer's subjective motive for stopping the vehicle plays no role in determining whether or not probable cause exists, even if the stop of the motorist



BIAS BASED POLICING

PAGE 4 of 5
EFFECTIVE:

was a pretext to conduct a criminal investigation. However, motor vehicle stops, including pretext stops, are prohibited when based solely upon prohibited considerations, such as race, ethnicity, gender, age or sexual orientation, or any combination therein.

B. Training

- Officers will receive initial and ongoing training in proactive enforcement tactics, including training in officer safety, courtesy, cultural diversity, discrimination and bias based profiling, field contacts, traffic stops, the laws governing search and seizure, and interpersonal communications skills.
- This training shall address the issues pertaining to the practice of racial
 profiling, including its impact on police and society. Training programs will
 emphasize the need to respect the rights of all citizens to be free from
 unreasonable government intrusion or police action.

C. Corrective Measures

- Any person may file a complaint with the Department if they feel they have been stopped or searched based on bias based profiling, and no person shall be discouraged, intimidated, or coerced from filing such a complaint, or discriminated against because they have filed such a complaint. All complaints shall be investigated, and corrective measures shall be taken if it is determined that bias based profiling has occurred.
- 2. Any officer, who is told by a person that they wish to file such a complaint, shall provide the name of their immediate supervisor and the telephone number of the Department. Such accusations can often be prevented or mitigated by explaining to the motorist the reason for the stop. Any officer who is accused on scene of discrimination, bias based profiling, an illegal stop, frisk, and/or search by any person, shall report the incident to his/her immediate supervisor as soon as practical.
- 3. Supervisors who receive official complaints shall follow Departmental procedures as outlined in Section 4.01, *Citizen Complaints*, and Section 4.02, *Investigation of Misconduct and Citizen Complaints*. When backing up officers on vehicle stops and other calls, they shall be alert to any pattern or practice of possible discriminatory treatment or bias based profiling by officers.



BIAS BASED POLICING

PAGE 5 of 5
EFFECTIVE:

D. Annual Review of Department Practice and Citizen Concerns

- 1. The Crime Analysis Unit shall provide the Connecticut Office of Policy and Management with periodic reports on the characteristics of persons stopped on traffic stops by race, ethnicity and gender. Annually, a review committee shall conduct an Administrative Review during the month of July of all Department policy, practices, training, and citizen concerns and complaints relating to bias based profiling.
- 2. The review committee shall prepare and forward a report of their findings and recommendations, if any, to the Chief of Police by September 1st of each year.

State of Connecticut Department of Public Safety BIAS CRIME REPORT RACE, RELIGION, ETHNICITY. SEXUAL ORIENTATION & DISABILITY (860) 685-8030 1. Type of Report 2. Case Number 3. Name of Police Department or Troop Initial ☐ Supplemental 4. Offense Town Tax 5. Offense Date 7. Day of Offense 1. ☐ Sunday 4.☐ Wednesday 6. Offense Time Code 6. Friday 2. Monday 5. Thursday 7. Saturday 3. Tuesday 8. Crime (Check up to three entries) Homicide / Manslaughter 7. ☐ Criminal Mischief 13. Deprivation of Rights Rape / Sex Offense 2. 17 8. Breach of Peace 14. Deprivation of Rights/Person -- Mask/Hood Robbery 9. Disorderly Conduct 15. Intimidation Based on Bigotry or Bias 3. 1 10. ☐ Weapons Offense 16. ☐ Other Assault 4. Arson 5. 11. Trespass Burglary 12. Threatening 6. 9. Place of Incident 1. Air/Bus/Train Terminal 7. Convenience Store 13. Highway/Road/ 19. ☐ Rental Storage Facility 2. | Bank/Savings & Loan 8. Dept./Discount Store Alley or Street 20. ☐ Residence/Home 3. Bar/Night Club 9. T Drug Store/Doctor's 14 ☐ H ote I/M otel/et c. 21. Restaurant 4. Church/Synagogue Office or Hospital 15. ☐ Jail/Prison 22. School/College 5., Commercial Office Bldg. 10. ☐ FieldNVoods 16. ☐ Lake/Waterway 23. ☐ Service/Gas Station 6: Construction Site 11. Govt./Public Bldg 17. Liquor Store 24. Specialty Store 12. Grocery market/ 18. ☐ Parking Lot/Garage 25. Other/Unknown S upermarket 10. Victim Type 1. | Individual* 3. Financial institution 5. Religious organization 7. Other 2. | Business 4. ☐ Government 6. Society / Public 8. Unknown * Indicate total number of individual victims involved: Name of Organization: 11. Extent of Injury/Damage (Up to three entries allowed) B. Property A. Personal C. Symbolic 1. ☐ No Injuries 1. Deface 1. Cross Burning 2, Injury/No Treatment 2. ☐ Stolen 2. Swastika 3. Injury/Treatment Needed 3. Destroyed 3. Graffiti 4. Death 4. ☐ Other _ 12. Type of Weapon 1. 🔲 firearm 3. Physical Force 5. Other (specify) 2. Mrlfe 4. ☐ None 13. Number of Offenders Enter · 00 if unknown 14. Suspected Offenders' Race (as a group) 1. White 3. ☐ American Indian/Alaskan Native 5. ☐ Multi-Racial 2. Black 4. Asian/ Pacific Islander 6. Unknown 15 Type of Blas 1. Racial 3. Ethnic/National Origin 5. Disability 2. Religious 4. Sexual Orientation

Determine the category of	f blas as indicated in O	OUGH 20: (Check <i>only one bias c</i> uestion 15 and indicate below the type scriptor for each. If multiple types exis	of victim and offender.	in #21.
16. Racial Blas Incident	Victim was:	1. American Indian/Native Ala 2. Asian/Pacific Islander 3. Black 4. Multi-Racial 5. White 6. Other 7. Unknown	Offender	r was:
1 7. Religious Bias Incident	Victim was:	1. Catholic 2. Hindu 3. Islam/Moslem 4. Jewish 5. Protestant 6. Other	Offender	r was:
18. Ethnicity or National Origin Bias Incident	Victim was:	1. Arabic 2. Hispanic 3. Other 4. Unknown	Offender	was:
19. Sexual Orientation Blas Incident	Victim was:	1. Homosexual male 2. Homosexual female 3. Heterosexual male 4. Heterosexual female 5. Bisexual male 6. Bisexual female 7. Unknown	Offender □ □ □ □ □ □ □ □ □	was:
20. Disability Blas Incident	Victim had:	1. Physical disability 2. Mental disability 3. N/A 4. Unknowл	Öffender 	· had:
21. Remarks:				-
22. Officer		;	23, I.D.	24. Date of Report

INSTRUCTIONS

BLOCK 1 - SUPPLEMENTARY: Check this box when a report has been previously submitted and changes are necessary. Complete the entire form, not just the blocks where the changes occur. If a case should be deleted, send a copy of the case report with a memo requesting the deletion and specifying the reason for the request BLOCKS 2 through 13 - Self explanatory BLOCK 14 - Self explanatory, except "Multi-Racial" refers to an individual, not a group BLOCKS 15 through 20 Select from only ONE type of bias for both victim and offender. BLOCK 18 - If "Other" was selected, write in the ethnicity or national origin if not Arab or Hispanic. BLOCK 21 - Briefly detail character of the incident and any other helpful information. BLOCKS 22 through 24 - Self explanatory

BLOCKS 22 through 24 - Self explanatory

IACP National Law Enforcement Policy Center INVESTIGATION OF HATE AND BIAS CRIMES

Model Policy May 2000

I. PURPOSE

This policy is designed to assist employees in identifying crimes motivated by hate and bias toward an individual's race, religion, ethnicity, sexual orientation, gender, or disability and to define appropriate steps for assisting victims and conducting investigations.

II. POLICY

It is the policy of this law enforcement agency to safeguard the state and federal rights of all individuals irrespective of their race, religion, ethnicity, sexual orientation, gender, or disability. Any acts or threats of violence, property damage, harassment, intimidation, or other crimes motivated by hate or bias and designed to infringe upon these rights are viewed very seriously by this agency and will be given high priority. This agency will employ necessary resources and vigorous law enforcement action to identify and arrest hate crime perpetrators. Also, recognizing the particular fears and distress typically suffered by victims, the potential for reprisal and escalation of violence, and the farreaching negative consequences of these crimes on the community, this agency shall attend to the security and related concerns of the immediate victims and their families.

III. DEFINITIONS

Hate Crime: Any unlawful action designed to frighten, harm, injure, intimidate, or harass an individual in whole or in part because of a bias motivation against the victim's actual or perceived race, religion, ethnic background, sexual orientation, gender, or disability of the victim.

Hate Incident: Hate incidents are those actions by an individual or group that, while motivated by hate or bias, do not rise to the level of a criminal offense.

Race: A group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair, facial features) genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

Ethnic Group: A group of persons of the same race or national origin who share common characteristics, languages, customs, history, or traditions, or a minority or nationality group that is part of a larger community.

Religious Group: Any persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

Sexual Orientation: A sexual attraction toward, and responsiveness to, members of one's own sex or members of the opposite sex (e.g., gay, lesbian, heterosexual).

Gender: The biologically determined sex of an individual (i.e., male or female). Also, persons who possess the characteristics, identities, and/or behaviors typically assigned to persons on the basis of their sex (e.g., transsexuals).

Disability: Physical or mental impairments or challenges, whether temporary or permanent, due to conditions that are congenital or acquired by heredity, accident, injury, advanced age, or illness.¹

IV. PROCEDURES

A. Initial Response Procedures
Initial responding officers at the scene of a suspected hate or bias crime or
incident shall take preliminary actions deemed necessary, to include, but not

limited to, the following:
1. Secure the scene.

2. Stabilize the victim(s) and request medical attention when necessary.

3. Ensure the safety of victims and witnesses.

- 4. physical evidence, such as,
 - a. hate literature,

spray paint cans, and

c. symbolic objects used by hate groups (e.g., swastikas, crosses).

d. Identify criminal evidence on the victim.

5. Request the assistance of a translator, where necessary.

6. Request the assistance of a supervisor.

7. Conduct a preliminary investigation and record information on

a. the identity of suspected perpetrators,

- b. the identity of witnesses, including those no longer at the scene,
- prior occurrences in the immediate area or against the same victim, and/or
- d. statements made by suspects; exact language is critical.

8. Arrest suspected perpetrators if probable cause exists.

9. Assist investigators in complying with any federal or state hate crime reporting requests.

B. Supervisors' Responsibilities

The supervisor shall confer with the initial responding officer(s), take measures to ensure that necessary preliminary actions have been taken, and inform an immediate supervisor of the criminal act. The supervisor shall request any appropriate additional personnel necessary to accomplish the following:

1. Provide immediate assistance to the crime victim.

 Express empathy for the victim and show a sincere interest in his/her well-being.

 Express the law enforcement agency's official position on the importance of these cases, and the measures that will be taken to

apprehend the perpetrators.

¹ Under federal law, a crime can only be deemed a "hate crime" if perpetrated against an individual because of their actual or perceived race, color, religion or national origin and when the victim is participating in one of six federally protected activities. Amendments to 19 U.S.C. are being considered. See this policy's *Concepts and Issues Paper* for a complete discussion of the differences between protected classes of individuals under federal and state law.

c. Express the department's interest in protecting victims' anonymity whenever possible.

d. Allow the victim a period in which to ventilate his/her immediate

concerns and express his/her feelings.

- e. Identify individuals or agencies that may provide support and assistance. These may include family members or close acquaintances, a family clergyman or departmental chaplain, as well as community service agencies that provide victim assistance, shelter, food, clothing, child care, or other related services.
- f. Explain security measures and precautions to the victim.

2. Conduct a standard preliminary investigation.

- 3. Ensure that all relevant facts are documented on an incident and/or arrest report and make an initial determination as to whether the incident should be classified as a hate crime for federal and state bias crime-reporting purposes.
- 4. Notify other appropriate personnel in the chain of command, depending on the nature and seriousness of the offense and its potential inflammatory and related impact on the community.
- C. Investigators' Responsibilities

In responding to the scene of an alleged hate crime, investigators shall assume control of the follow-up investigation to include the following:

- 1. Ensure that the scene is properly protected, preserved, and processed and all physical evidence of the incident is removed as soon as possible after the offense is documented. If evidence of an inflammatory nature cannot be physically removed (e.g., painted words or signs on a wall), the owner of the property shall be contacted to do all that is possible to ensure that the graffiti is removed as soon as possible. The officer shall follow up to ensure that this is accomplished in a timely manner.
- 2. Conduct a comprehensive interview with all victims and witnesses at the scene, or as soon as possible thereafter, and canvass the neighborhood for additional personal sources of information.
- 3. Work closely with the prosecutor's office to ensure that a legally adequate case is developed for prosecution.
- 4. Coordinate the investigation with agency, state, and regional intelligence operations. These sources shall provide the investigative officer with an analysis of any patterns, organized hate groups, and suspects potentially involved in the offense.
- 5. Coordinate the investigation with the identification and other units of the agency and with outside agencies where appropriate.
- 6. Maintain contact with the initial responding officer and keep him/her apprised of the status of the case.
- 7. Make a final determination as to whether the incident should be classified as a hate crime.
- 8. Complete any reports necessary to comply with statistical reporting requirements for hate crimes.

- 9. Investigative officers shall take steps to ensure that appropriate assistance is being provided to hate crime victims, to include the following measures:
 - a. Contact the victim periodically to determine whether he/she is receiving adequate and appropriate assistance.
 - b. Provide ongoing information to the victim about the status of the criminal investigation.
- D. Community Relations/Crime Prevention
 Hate crimes are viewed in the community not only as a crime against the targeted victim(s), but also as a crime against the victim's identification group as a whole.
 Working constructively with segments of this larger community after such crimes is essential to help reduce fears, stem possible retaliation, prevent additional hate crimes, and encourage any other previously victimized individuals to step forward and report those crimes. This is particularly important if an upward trend has been identified in these crimes. Towards this end, this agency's community relations function, or officers so assigned, shall perform the following:
 - 1. Meet with neighborhood groups, residents in target communities and other identified groups, allay fears, emphasize the agency's concern over this and related incidents, reduce the potential for counter-violence, and provide safety, security, and crime prevention information.
 - 2. Provide direct and referral assistance to the victim and his/her family.
 - 3. Conduct public meetings on hate crime threats and violence in general.
 - 4. Establish liaison with formal community-based organizations and leaders.
 - 5. Expand, where appropriate, preventive programs such as hate, bias, and crime reduction seminars for school children.



HARTFORD POLICE DEPARTMENT HEADQUARTERS DIVISION ROLL CALL TRAINING

TO BE READ FOR 5 DAYS ROLL CALL #: 10/12-01 ISSUANCE DATE: PAGE: 1 of 1 REFERENCE: APPROVED BY: Www.adl.org/hateid. AC Brian Heavren

NEW ADL MOBILE WEBSITE CONTAINING HATE SYMBOLS & HATE CRIME INDICATORS

The Anti-Defamation League (ADL) and the International Association of Chiefs of Police (IACP) are Iaunching a new mobile web site (www.adl.org/hateid) that enables law enforcement officers to quickly and easily access ADL's expert information on hate symbols, international terrorist symbols, and hate crime indicators from anywhere using their handheld mobile devices

The site includes graphics and numerical symbols and acronyms used as shorthand by hate groups, with background on each symbol's meaning and history. The new resource helps officers decipher the significance of hate symbols, tattoos or graffiti from the scene of a crime. The ADL encourages officer to take photos of hate symbols, especially those that are unfamiliar to you, and e-mail them to ADL at hate-symbols@adl.org

Note: The Anti-Defamation League (http://www.adl.org), founded in 1913, is a non-governmental authority specializing in domestic terrorism, extremism, organized hate groups and hate crimes. The League provides expertise, resources, and support to law enforcement across the U.S.

POST Credit Make Up Exam:

A. True B. False

Crimes Motivated By Bigotry and Bias [524]

1.	The ma	ijority of Hate Crime incidents are based on the victims:
	A.	Sexual orientation
	B.	Race/ Ethnicity/ Ancestry
		Gender
	D.	Religion
2.	Hate Cı	imes are often committed at:
	A.	Parking garages
	B.	Places of worship
	C.	The victims residence
	D.	Educational institutions
3.	The FBI	will now list Gender and Gender Identity as new categories in their annual reporting
	statistic	S.
	A.	True
	В.	False
4.	Hate	are those actions or words motivated by hate, but don't rise to the level of a crime.
	A.	<u>Incidents</u>
		Occurrences
		Events
	D.	Disturbances
5.		der 1-26 requires the officer to: Preserve the crime scene, take investigative action,
	report t	he incident to his or her supervisor, request ESD if cross burning or other property
	1	, and complete a CIR and CSP Form 323-C form.
	A.	True True
	В.	False
6.		mes are not only committed against individual, but are also committed against business
	or finan	cial institutions, government, and religions.

	A.	White
	В.	Black/ African America
		American Indian/ Alaskan Native
		Asian
9.	Many l	nate crimes go unreported to law enforcement.
		True
		False
10.	Law er	forcement professionals may be held liable if they arrest someone for engaging in highly
	offensi	ve speech that the court has decided was constitutionally protected.
		True
	В.	False

7. In the state of Connecticut, _____ is the majority bias motivator

8. Which Race/ Ethnicity/ Ancestry has the highest known offenders?

A. Race/ Ethnicity/ Ancestry

C. Sexual Orientation

B. Religion

D. Disability

7.	А. В. С.	state of Connecticut, is the majority bias motivator Race/ Ethnicity/ Ancestry Religion Sexual Orientation Disability
8. V	А. В. С.	Race/Ethnicity/ Ancestry has the highest known offenders? White Black American Indian/ Alaskan Native Asian
9. N	A.	rate crimes go unreported to law enforcement. True False
10. La	fensiv A.	Forcement professionals may be held liable if they arrest someone for engaging in highly re speech that the court has decided was constitutionally protected. True False

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HARTFORD POLICE DEPARTMENT **PLANNING & ACCREDITATION** ROLL CALL TRAINING

TO BE READ FOR 5 DAYS	NUMBER: 11/16-01		
11/18/2016	PAGE: 1 of 2		
REFERENCE: CGS0 53a-181j,	PREPARED BY: Capt. J. Thody		

SUBJECT: RESPONDING TO HATE CRIMES

181k, 181l; GO 1-26 FBI

(Reissued)

DEFINITIONS:

HATE CRIME: A criminal offense against a person or property motivated in whole or in part by an offender's bias against a race, religion, disability, sexual orientation, ethnicity, gender, or gender identity.

II. STATUTES:

CGS 53a-181j: Intimidation based on bigotry or bias in the 1st degree. (Class C Felony).

- (1) The actor maliciously and with specific intent to intimidate or harass another person,
- (2) because of such person's actual or perceived race, religion, ethnicity or sexual orientation. (3) causes serious physical injury to such person or a third person.

CGS 53a-181k: Intimidation based on bigotry or bias in the 2nd degree. (Class D Felony).

- (1) The actor maliciously and with specific intent to intimidate or harass another person,
- (2) because of such person's actual or perceived race, religion, ethnicity or sexual orientation does any one of the following:
 - a. Cause physical contact with such other person, OR
 - b. Damages, destroys or defaces any real or personal property of such other person; OR
 - c. Threatens, by word or act, to do an act described in a or b above and there is reasonable cause to believe that such act will occur.

CGS 53a-1811: Intimidation based on bigotry or bias in the 3rd degree. (Class A Misdemeanor). (1) The actor with specific intent to intimidate or harass another person or group of persons, (2) because of such person's actual or perceived race, religion, ethnicity or sexual orientation does any one of the following:

- a. Damages, destroys or defaces any real or personal property of such other person; OR
- b. Threatens, by word or act, to do an act described in subsection a above and there is reasonable cause to believe that such act will occur.

CGS 46a-58(c): Cross burning. (Class A Misdemeanor). The actor places a burning cross or a simulation thereof on any public property, or on any private property without the written consent of the owner.

Note: Officers may charge another criminal statute such as assault and battery that may be easier to prove along with the Hate Crime. Also actions toward a group, even if not a specific person, can trigger a violation of 53a-181I.

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11/16-01

RESPONDING TO HATE CRIMES

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ISSUED: 11/18/2016

III. PROCEDURE:

- 1. Officers should allow the victim(s) to express their concerns and feelings and also reassure the victim(s) that the Department takes these matters seriously and will pursue appropriate action. Officers should assist the victim(s) in identifying or contacting individuals or agencies that may provide support and/or assistance, such as family members, friends, clergy, and community service agencies. Available resources include the Office of Victim Services 1-888-771-3126 or CWEALF1-860-247-6090 or 1-800-547-92949.
- The following criteria can assist officers in determining whether a particular crime should be classified as a hate/bias crime. These criteria are not allinclusive, and each case must be examined on its own facts and circumstances.
 - a) Race, religion, disability, sexual orientation, ethnicity, gender, or gender identity of the victim differs from that of the offender;
 - b) Incident coincided with a holiday or date of particular significance to the victim's group;
 - c) Historically, animosity exists between the victim's group and the suspect's group;
 - d) Bias-related comments, written statements, or gestures, including graffiti or other symbols, were made or left at the scene by the offender;
 - e) Victims or witnesses perceive that the incident was motivated by bias;
 - f) Victim is member of targeted group;
 - g) Involvement of organized hate groups or their members;
 - h) Absence of any other motive (person attacked but not robbed.)
 - The victim has recently moved into the area and/or there have been prior words or actions of a discriminatory nature;
 - j) Similar crimes in the area;
 - k) There is evidence that the incident involves an organized hate group (e.g., K.K.K., Nazi Party, Skin Heads, etc.).

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Chief of Police

HARTFORD POLICE DEPARTMENT

POLICY AND PROCEDURE



EFFECTIVE DATE NUMBER

8/1/88

1-26

DATE OF ISSUE

DISTRIBUTION All

7/29/88

Sworn Personnel Records Manager

SUBJECT

RRES Hate Motivated Crimes-Reporting Requirements

REFERENCE Public Act 87-279; SP-323-C; RRES Report Form, HPD Orders 1-18: 5-8: 7-42 RESCINDS

N/A

PAGE 1 OF 3 PAGE

Ι, PURPOSE:

To establish policy and procedures relative to collecting information on crimes committed by person(s) or group(s) who were motivated to commit the crime due to their hate, bias, or bigotry of the victim's race, religion, ethnicity, or sexual orientation.

II. POLICY:

- It shall be the policy of the Hartford Police Department that for each crime an officer determines to be motivated by the victim's race, religion, ethnicity, or sexual orientation, he/she will complete a Connecticut State Police Form SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, in addition to a Case Incident Report (CIR), HPD Form 76.
- For the purpose of this order, a "Race, Religious, Ethnic, or Sexual Orientation (RRES) Crime" shall be defined as any crime which a law enforcement officer has probable cause to believe that the commission of which was motivated by hate, bias, or bigotry with reference to the victim's race, religion, ethnicity, or sexual orientation shall be classified as an RRES motivated crime and shall be reported to the Connecticut State Police as such. The definition of "crime" is as defined in Section 53a-24 of the Connecticut General Statutes.

III. PROCEDURES:

Sworn Personnel:

- When an officer on the scene makes a determination that an incident was motivated by hate, bias, or bigotry of the victim's race, religion, ethnicity, or sexual orientation, he/she shall:
 - if applicable, preserve the crime scene and evidence

BY AUTHORITY OF:

BERNARD R. SULLIVAN, CHIEF OF POLICE



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		(*

Chief of Police

HARTFORD POLICE DEPARTMENT

POLICY AND PROCEDURE



1-26

HUMBER

(continuation)

SUBJECT

EFFECTIVE DATE

8/1/88

RRES Hate Motivated Crimes-Reporting Requirements

- immediately take all possible investigative and enforcement action
- c. report the incident to his/her supervisor
- d. request an Evidentiary Service Division Crime Technician if a cross burning or any other RRES motivated destruction of property has occurred
- e. prepare a Case Incident Report (CIR), HPD Form 76, and a Connecticut State Police Form, SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form.

B. Records Manager:

- Ensure an adequate supply of Connecticut State Police Forms SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, at all times.
- 2. Forward one copy of the completed SP-323-C Forms,
 Racial, Religious, Ethnic, and Sexual Orientation
 Report Form, to the: Connecticut State Police,
 Crime Analysis Unit, 294 Colony Street, Meriden,
 CT 06450 and one copy of the SP-323-C to the
 corresponding case incident file.
- 3. Ensure that Records personnel code Case Incident Reports (CIRs) involving RRES hate motivated crimes with the appropriate secondary UCR code that corresponds with the incident. The following secondary UCR codes are to be utilized for RRES hate motivated incidents:

2694 Race

2695 Religion

2696 Ethnicity

2697 Sexual Orientation

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HARTFORD POLICE DEPARTMENT

POLICY AND PROCEDURE



1-26

NUMBER

SUBJECT

(continuation)

RRES Hate Motivated Crimes-Reporting Requirements

8/1/88

EFFECTIVE DATE

C. Patrol Commander - FSB:

- 1. Control the issuance of Connecticut State Police Form SP-323-C, Racial, Religious, Ethnic, and Sexual Orientation Report Form, to sworn personnel.
- 2. Pursuant to Order 5-8, ensure that an <u>Unusual</u> Occurrence Report, HPD Form 92, is completed for each RRES reported incident.

MESSAN POLICE	HARTFORD POLICE DEPARTMENT POLICY AND PROCEDURE	Distribution ALL PERSONNEL	General Order Number	
	GENERAL ORDER	Original Issue Date	Reissue/Effective Date	
CONNECTICUT		11/14/2016	11/14/2016	
Order Title:		Accreditation Standard:	Section	
DIAGED D	A GHD DOX YOUNG	POSTC 1.1.12 1		
BIASED B	ASED POLICING	Section Title DEPARTMENT ROLL	E AND AUTHORITY	
Rescinds:		1.0	011	
G.O. 7-34 (2013)		James C. Rovella. Chief of Police		

This General Order is for departmental use only and does not apply in any criminal or civil proceeding. This General Order should not be construed as creation of a higher legal standard of safety or care in an evidentiary sense with respect to third party claims. Violations of this General Order will only form the basis for departmental administrative sanctions. Violations of law will form the basis for civil and criminal sanctions in a recognized judicial setting

I. PURPOSE

The purpose of this policy is to establish policy and procedures to protect citizens and officers from bias based policing.

II. POLICY

It is the policy of the Hartford Police Department ("Department") to patrol in a proactive manner, to aggressively investigate suspicious persons and circumstances, and to actively enforce motor vehicle laws, while insisting that citizens will only be stopped or detained when there exists reasonable suspicion to believe they have committed, are committing, or are about to commit an offense.

The Department's response to bias based profiling shall be a set of procedures that require professional police traffic stops; ensure that officers base their behavior on sound legal reason, safety for officers and citizens, and the accepted best practices of modern policing; and that protect Department officers when they act within the dictates of the law and policy from unwarranted accusations.

III. PROCEDURES

A. Bias Based Profiling Prohibited

 While profiling can be a useful tool to assist officers in carrying out their duties, the use of bias based profiling, i.e., the practice of using race, ethnicity, religion, gender, sexual orientation, economic status, age, cultural group, or some other identifiable common trait of a group, as the sole reason for stopping, detaining, searching citizens, and in asset seizure and forfeiture

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BIAS BASED POLICING

PAGE 2 of 5

EFFECTIVE:

efforts is prohibited.

a. Proactive Enforcement

Proactive enforcement requires officers to be observant and to identify and act upon any unusual occurrences and law violations. These enforcement efforts keep our community free from crime and our roadways safe to drive upon, and also deters and/or detects and apprehends criminals. Proactive patrol is an effective strategy to:

- (1) Protect the public from the devastation caused by drug abuse, including the suppression of the activities of drug couriers;
- Reduce street and highway traffic-related death and injury, including the apprehension of drunk drivers;
- (3) Combat illegal trafficking and possession of weapons and drugs;
- (4) Capture and arrest fugitives at-large, and other wanted persons;
- (5) Identify and target violent gangs, terrorists and others who pose a threat to public safety; and
- (6) Otherwise promote and maintain an orderly and law abiding society.

b. Role of Supervisors

Traffic enforcement, detention, and search procedures will be accompanied by periodic supervisory oversight to ensure that officers do not go beyond the parameters of reasonableness and lawfulness in conducting such activities.

c. Recording of Motor Vehicle Stops

Motorists and pedestrians shall only be subjected to stops, seizures, or detentions upon reasonable suspicion that they have committed, are committing, or are about to commit an offense. Each time a motorist is stopped, the officer shall radio to the dispatcher the location of the stop, registration number or the description of vehicle being detained, and the number of occupants and reason for the stop. Communication personnel shall log all pertinent information. All required reports

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BIAS BASED POLICING

PAGE 3 of 5

EFFECTIVE:

and/or forms shall be completed by the officer upon completion of the stop.

d. Contact with the Public

Officers shall be familiar with the Hartford Police Department Rules and Regulations, as well as all General Orders pertaining to traffic stops, including the provisions requiring professionalism and courtesy. Professional behavior is directly related to the degree of cooperation from the motorist. Officers should never forego their command presence, safety, and control of the situation during a public contact.

e. Detention and Search

- (1) No motorist, once cited or warned, shall be detained beyond the point where there exists no reasonable suspicion of further criminal activity, and no person or vehicle shall be searched in the absence of a warrant, a legally recognized exception to the warrant requirement, or the person's voluntary consent.
- (2) In each case where a search is conducted, this information shall be documented, including the legal basis for the search, and the results thereof. It is strongly recommended that consent searches only be conducted with written consent, using the proper Department form.
- (3) If the individual indicates that they will consent to a search but are refusing to sign the form, fill out the form anyway and indicate "consented to search but refused to sign," inserting initials and the signature of any witness in the signature block.

f. Completion of Required Reports

Appropriate enforcement action should always be completed, generally in the form of a warning, citation, or arrest. Police reports shall indicate the reason for the stop.

g. Pretext Traffic Stops

The police may affect the stop of a motorist whom they have probable cause to believe has committed a traffic violation. The officer's subjective motive for stopping the vehicle plays no role in determining whether or not probable cause exists, even if the stop of the motorist



BIAS BASED POLICING

PAGE 4 of 5

EFFECTIVE:

was a pretext to conduct a criminal investigation. However, motor vehicle stops, including pretext stops, are prohibited when based solely upon prohibited considerations, such as race, ethnicity, gender, age or sexual orientation, or any combination therein.

B. Training

- 1. Officers will receive initial and ongoing training in proactive enforcement tactics, including training in officer safety, courtesy, cultural diversity, discrimination and bias based profiling, field contacts, traffic stops, the laws governing search and seizure, and interpersonal communications skills.
- 2. This training shall address the issues pertaining to the practice of racial profiling, including its impact on police and society. Training programs will emphasize the need to respect the rights of all citizens to be free from unreasonable government intrusion or police action.

C. Corrective Measures

- 1. Any person may file a complaint with the Department if they feel they have been stopped or searched based on bias based profiling, and no person shall be discouraged, intimidated, or coerced from filing such a complaint, or discriminated against because they have filed such a complaint. All complaints shall be investigated, and corrective measures shall be taken if it is determined that bias based profiling has occurred.
- 2. Any officer, who is told by a person that they wish to file such a complaint, shall provide the name of their immediate supervisor and the telephone number of the Department. Such accusations can often be prevented or mitigated by explaining to the motorist the reason for the stop. Any officer who is accused on scene of discrimination, bias based profiling, an illegal stop, frisk, and/or search by any person, shall report the incident to his/her immediate supervisor as soon as practical.
- 3. Supervisors who receive official complaints shall follow Departmental procedures as outlined in Section 4.01, *Citizen Complaints*, and Section 4.02, *Investigation of Misconduct and Citizen Complaints*. When backing up officers on vehicle stops and other calls, they shall be alert to any pattern or practice of possible discriminatory treatment or bias based profiling by officers.



BIAS BASED POLICING

PAGE 5 of 5

EFFECTIVE:

D. Annual Review of Department Practice and Citizen Concerns

- 1. The Crime Analysis Unit shall provide the Connecticut Office of Policy and Management with periodic reports on the characteristics of persons stopped on traffic stops by race, ethnicity and gender. Annually, a review committee shall conduct an Administrative Review during the month of July of all Department policy, practices, training, and citizen concerns and complaints relating to bias based profiling.
- 2. The review committee shall prepare and forward a report of their findings and recommendations, if any, to the Chief of Police by September 1st of each year.

State of Connecticut Department of Public Safety BIAS CRIME REPORT RACE, RELIGION, ETHNICITY, SEXUAL ORIENTATION & DISABILITY (860) 685-8030 1. Type of Report 2. Case Number 3. Name of Police Department or Troop ☐ Initial Supplemental 4. Offense Town Tax 5. Offense Date 6. Offense Time 7. Day of Offense 1. ☐ Sunday 4.☐ Wednesday Code 6. Friday 2. Monday 5. Thursday 7. Saturday 3. Tuesday 8. Crime (Check up to three entries) Homicide / Manslaughter 7. Criminal Mischief 13. Deprivation of Rights Rape / Sex Offense 2. 8. Breach of Peace 14. Deprivation of Rights/Person -- Mask/Hood Robbery 9. Disorderly Conduct 15. Intimidation Based on Bigotry or Bias 3. Assault 10. Weapons Offense 16. Other 4. Arson 5. 11. Trespass Burglary 6. 12. Threatening 9. Place of Incident 1. Air/Bus/Train Terminal 7. Convenience Store 13. Highway/Road/ 19. ☐ Rental Storage Facility 2. Bank/Savings & Loan 8. Dept./Discount Store Alley or Street 20. Residence/Home 3. Bar/Night Club 9. Drug Store/Doctor's 14☐ H ote I/M otel/et c. 21. Restaurant 4. Church/Synagogue Office or Hospital 15. Jail/Prison 22. School/College 5., Commercial Office Bldg. 10. ☐ FieldNVoods 16. Lake/Waterway 23. ☐ Service/Gas Station 6: Construction Site 11. Govt./Public Bldg 17. Liquor Store 24. Specialty Store 12. Grocery market/ 18. ☐ Parking Lot/Garage 25. Other/Unknown S upermarket 10. Victim Type 1. Individual* 3. Financial institution 5. Religious organization 7. Other 2. Business 4. ☐ Government 6. Society / Public 8. Unknown * Indicate total number of individual victims involved: Name of Organization: 11. Extent of Injury/Damage (Up to three entries allowed) A. Personal B. Property C. Symbolic 1. No Injuries 1. Deface 1. Cross Burning 2. Injury/No Treatment 2. Stolen 2. Swastika 3. Injury/Treatment Needed 3. Destroyed 3. Graffiti 4. Death 4. Other 12. Type of W eapon 1. I firearm 3. Physical Force 5. Other (specify) 2. | Knife 4. ☐ None 13. Number of Offenders Enter . 00 if unknown 14. Suspected Offenders' Race (as a group) 1. White 2. Black 3. American Indian/Alaskan Native 5. Multi-Racial 4. Asian/ Pacific Islander 6. Unknown 15 Type of Blas 1. Racial 3. Ethnic/National Origin 5. Disability 2. Religious 4. Sexual Orientation

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22. Officer			23. J.D.	24. Date of Report
ZI. Komano.				
21. Remarks:	Value of the second			
		3. N/A 4. Unknown		
20. Disability Blas Incident	Victim had: □ □	Physical disability Mental disability	Offende	r had:
,		5. Bisexual male6. Bisexual female7. Unknown		
Incident		Homosexual female Heterosexual male Heterosexual female		
19. Sexual Orientation Bjas	Victim was:	1. Homosexual male	Offende	er was:
Incident		2. Hispanic 3. Other 4. Unknown		*
18. Ethnicity or National Origin Bias	Victim was:	1. Arabic	Offend	er was:
		6. Other 7. Unknown		
		3. Islam/Moslem 4. Jewish 5. Protestant		
Bias Incident		1. Catholic 2. Hindu		iei was.
17. Religious	Victim was:	7. Unknown	Offen	der was:
		5. White 6. Other	· -	
Incident		 Asian/Pacific Islander Black Multi-Racial 		
16. Racial Blas	Victim was: · □	1. American Indian/Native	Offen Alaskan 📗	der was:
For both victim and of	fender, check only one	n Question 15 and indicate below the lidescriptor for each. If multiple types e	una of viotin and afferd	er. ain in #21.
INSTRUCTIONS F	OR BLOCKS 16 TH	ROUGH 20: (Check only one bia	s category)	

INSTRUCTIONS

BLOCK 1 - SUPPLEMENTARY: Check this box when a report has been previously submitted and changes are necessary. Complete the entire form, not just the blocks where the changes occur. If a case should be deleted, send a copy of the case report with a memo requesting the deletion and specifying the reason for the request BLOCKS 2 through 13 - Self explanatory

BLOCK 14 - Self explanatory, except "Multi-Racial" refers to an individual, not a group BLOCKS 15 through 20 Select from only ONE type of bias for both victim and offender.

BLOCK 18 - If "Other" was selected, write in the ethnicity or national origin if not Arab or Hispanic. BLOCK 21 - Briefly detail character of the incident and any other helpful information.

BLOCKS 22 through 24 - Self explanatory

IACP National Law Enforcement Policy Center INVESTIGATION OF HATE AND BIAS CRIMES

Model Policy May 2000

I. PURPOSE

This policy is designed to assist employees in identifying crimes motivated by hate and bias toward an individual's race, religion, ethnicity, sexual orientation, gender, or disability and to define appropriate steps for assisting victims and conducting investigations.

II. POLICY

It is the policy of this law enforcement agency to safeguard the state and federal rights of all individuals irrespective of their race, religion, ethnicity, sexual orientation, gender, or disability. Any acts or threats of violence, property damage, harassment, intimidation, or other crimes motivated by hate or bias and designed to infringe upon these rights are viewed very seriously by this agency and will be given high priority. This agency will employ necessary resources and vigorous law enforcement action to identify and arrest hate crime perpetrators. Also, recognizing the particular fears and distress typically suffered by victims, the potential for reprisal and escalation of violence, and the farreaching negative consequences of these crimes on the community, this agency shall attend to the security and related concerns of the immediate victims and their families.

III. DEFINITIONS

Hate Crime: Any unlawful action designed to frighten, harm, injure, intimidate, or harass an individual in whole or in part because of a bias motivation against the victim's actual or perceived race, religion, ethnic background, sexual orientation, gender, or disability of the victim.

Hate Incident: Hate incidents are those actions by an individual or group that, while motivated by hate or bias, do not rise to the level of a criminal offense.

Race: A group of persons who possess common physical characteristics (e.g., color of skin, eyes, and/or hair, facial features) genetically transmitted by descent and heredity that distinguish them as a distinct division of humankind (e.g., Asians, blacks, whites).

Ethnic Group: A group of persons of the same race or national origin who share common characteristics, languages, customs, history, or traditions, or a minority or nationality group that is part of a larger community.

Religious Group: Any persons who share the same religious beliefs regarding the origin and purpose of the universe and the existence or nonexistence of a supreme being (e.g., Catholics, Jews, Protestants, atheists).

Sexual Orientation: A sexual attraction toward, and responsiveness to, members of one's own sex or members of the opposite sex (e.g., gay, lesbian, heterosexual).

Gender: The biologically determined sex of an individual (i.e., male or female). Also, persons who possess the characteristics, identities, and/or behaviors typically assigned to persons on the basis of their sex (e.g., transsexuals).

Disability: Physical or mental impairments or challenges, whether temporary or permanent, due to conditions that are congenital or acquired by heredity, accident, injury, advanced age, or illness.¹

IV. PROCEDURES

A. Initial Response Procedures

Initial responding officers at the scene of a suspected hate or bias crime or incident shall take preliminary actions deemed necessary, to include, but not limited to, the following:

- 1. Secure the scene.
- 2. Stabilize the victim(s) and request medical attention when necessary.
- 3. Ensure the safety of victims and witnesses.
- 4. physical evidence, such as,
 - a. hate literature,
 - b. spray paint cans, and
 - c. symbolic objects used by hate groups (e.g., swastikas, crosses).
 - d. Identify criminal evidence on the victim.
- 5. Request the assistance of a translator, where necessary.
- 6. Request the assistance of a supervisor.
- 7. Conduct a preliminary investigation and record information on
 - a. the identity of suspected perpetrators,
 - b. the identity of witnesses, including those no longer at the scene,
 - c. prior occurrences in the immediate area or against the same victim, and/or
 - d. statements made by suspects; exact language is critical.
- 8. Arrest suspected perpetrators if probable cause exists.
- 9. Assist investigators in complying with any federal or state hate crime reporting requests.

B. Supervisors' Responsibilities

The supervisor shall confer with the initial responding officer(s), take measures to ensure that necessary preliminary actions have been taken, and inform an immediate supervisor of the criminal act. The supervisor shall request any appropriate additional personnel necessary to accomplish the following:

- 1. Provide immediate assistance to the crime victim.
 - Express empathy for the victim and show a sincere interest in his/her well-being.
 - b. Express the law enforcement agency's official position on the importance of these cases, and the measures that will be taken to apprehend the perpetrators.

¹ Under federal law, a crime can only be deemed a "hate crime" if perpetrated against an individual because of their actual or perceived race, color, religion or national origin and when the victim is participating in one of six federally protected activities. Amendments to 19 U.S.C. are being considered. See this policy's *Concepts and Issues Paper* for a complete discussion of the differences between protected classes of individuals under federal and state law.

c. Express the department's interest in protecting victims' anonymity whenever possible.

d. Allow the victim a period in which to ventilate his/her immediate

concerns and express his/her feelings.

- e. Identify individuals or agencies that may provide support and assistance. These may include family members or close acquaintances, a family clergyman or departmental chaplain, as well as community service agencies that provide victim assistance, shelter, food, clothing, child care, or other related services.
- f. Explain security measures and precautions to the victim.

2. Conduct a standard preliminary investigation.

- 3. Ensure that all relevant facts are documented on an incident and/or arrest report and make an initial determination as to whether the incident should be classified as a hate crime for federal and state bias crime-reporting purposes.
- 4. Notify other appropriate personnel in the chain of command, depending on the nature and seriousness of the offense and its potential inflammatory and related impact on the community.
- C. Investigators' Responsibilities

In responding to the scene of an alleged hate crime, investigators shall assume control of the follow-up investigation to include the following:

- 1. Ensure that the scene is properly protected, preserved, and processed and all physical evidence of the incident is removed as soon as possible after the offense is documented. If evidence of an inflammatory nature cannot be physically removed (e.g., painted words or signs on a wall), the owner of the property shall be contacted to do all that is possible to ensure that the graffiti is removed as soon as possible. The officer shall follow up to ensure that this is accomplished in a timely manner.
- Conduct a comprehensive interview with all victims and witnesses at the scene, or as soon as possible thereafter, and canvass the neighborhood for additional personal sources of information.
- 3. Work closely with the prosecutor's office to ensure that a legally adequate case is developed for prosecution.
- 4. Coordinate the investigation with agency, state, and regional intelligence operations. These sources shall provide the investigative officer with an analysis of any patterns, organized hate groups, and suspects potentially involved in the offense.
- 5. Coordinate the investigation with the identification and other units of the agency and with outside agencies where appropriate.
- 6. Maintain contact with the initial responding officer and keep him/her apprised of the status of the case.
- 7. Make a final determination as to whether the incident should be classified as a hate crime.
- 8. Complete any reports necessary to comply with statistical reporting requirements for hate crimes.

- 9. Investigative officers shall take steps to ensure that appropriate assistance is being provided to hate crime victims, to include the following measures:
 - a. Contact the victim periodically to determine whether he/she is receiving adequate and appropriate assistance.
 - b. Provide ongoing information to the victim about the status of the criminal investigation.
- D. Community Relations/Crime Prevention

Hate crimes are viewed in the community not only as a crime against the targeted victim(s), but also as a crime against the victim's identification group as a whole. Working constructively with segments of this larger community after such crimes is essential to help reduce fears, stem possible retaliation, prevent additional hate crimes, and encourage any other previously victimized individuals to step forward and report those crimes. This is particularly important if an upward trend has been identified in these crimes. Towards this end, this agency's community relations function, or officers so assigned, shall perform the following:

- Meet with neighborhood groups, residents in target communities and other identified groups, allay fears, emphasize the agency's concern over this and related incidents, reduce the potential for counter-violence, and provide safety, security, and crime prevention information.
- 2. Provide direct and referral assistance to the victim and his/her family.
- 3. Conduct public meetings on hate crime threats and violence in general.
- 4. Establish liaison with formal community-based organizations and leaders.
- 5. Expand, where appropriate, preventive programs such as hate, bias, and crime reduction seminars for school children.

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HARTFORD POLICE DEPARTMENT HEADQUARTERS DIVISION ROLL CALL TRAINING

TO BE READ FOR 5 DAYS

ROLL CALL #: 10/12-01

ISSUANCE DATE: PAGE: 1 of 1

REFERENCE: APPROVED BY: Www.adl.org/hateid, AC Brian Heavren

NEW ADL MOBILE WEBSITE CONTAINING HATE SYMBOLS & HATE CRIME INDICATORS

The Anti-Defamation League (ADL) and the International Association of Chiefs of Police (IACP) are launching a new mobile web site (www.adl.org/hateid) that enables law enforcement officers to quickly and easily access ADL's expert information on hate symbols, international terrorist symbols, and hate crime indicators from anywhere using their handheld mobile devices

The site includes graphics and numerical symbols and acronyms used as shorthand by hate groups, with background on each symbol's meaning and history. The new resource helps officers decipher the significance of hate symbols, tattoos or graffiti from the scene of a crime. The ADL encourages officer to take photos of hate symbols, especially those that are unfamiliar to you, and e-mail them to ADL at hate-symbols@adl.org

Note: The Anti-Defamation League (http://www.adl.org), founded in 1913, is a non-governmental authority specializing in domestic terrorism, extremism, organized hate groups and hate crimes. The League provides expertise, resources, and support to law enforcement across the U.S.



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

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Problem Oriented Policing [602]

1.	Community policing emphasizes reactive problem solving in a systematic and routine fashion A. True B. False
2.	List the Five- Step Problem solving process: 1)
	2)
	3)
	4)
	5)
3.	Proactive policing is the practice of deterring criminal activity by showing police presence and engaging the public. A. True B. False
4.	Courtesy. Empathy, and Respect are virtues of Community Policing.
•••	A. True
	B. False
5.	Which of the following are considered methods to increase community relations? A. Smile B. Say Hello C. Shake hands D. All of the above

E E		

POST Credit Make Up Exam:

A. TrueB. False

2. List the Five- Step Problem solving process:1) Identify the problem

Problem Oriented Policing [602]

1. Community policing emphasizes reactive problem solving in a systematic and routine fashion

3)	Analyze the problem
41	Identify decision criteria
4)	Develop multiple solutions
5)	Choose the optimal solution
engag <mark>A.</mark>	tive policing is the practice of deterring criminal activity by showing police presence and ing the public. True False
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Community Service Officer Theresa Velez presents:

PROBLEM SOLVING POLICING 5/2018

PROBLEM SOLVING POLICING OBJECTIVE

- Recognize the police role is more complex than identifying and apprehending persons committing serious criminal offenses.
- How the role of the police exists in the context with community priorities
- What are our responsibilities
- How to identify criminal offenders and criminal activity that may lead to arrests
- Reduce the opportunities for the commission of some crimes through preventative patrol and other measures (CPTED)

BROKEN WINDOW SYNDROME

'If disorder goes unchecked, a vicious cycle begins. First, it kindles a fear of crime among residents, who respond by staying behind locked doors. Their involvement in the neighborhood declines; people begin to ignore rowdy and threatening behavior in public. They cease to exercise social regulation over little things like litter on the street, loitering strangers, or truant schoolchildren. When law-abiding eyes stop watching the streets, the social order breaks down and criminals move in.

William D. Eggers and John O'Leary

Broken Window, Continued

- "Stable neighborhoods can change in a few months to jungles," declare Wilson and Kelling. Disorder also can have dire economic consequences. Shoppers will shun an area they perceive as being "out of control." One study analyzing crime in 30 different areas found that the level of disorder of a neighborhood – more than such factors as income level, resident turnover, or racial makeup – was the best indicator of an area's lack of safety
- William D. Eggers and John O'Leary

What is problem solving policing? Community policing emphasizes proactive problem solving in a systematic and routine fashion. Rather than responding to crime only after it occurs, community policing encourages agencies to proactively develop solutions to the immediate underlying conditions contributing to public safety problems.

Problem solving focuses on preventing crime, so that there are fewer incidents to respond to and fewer crimes to investigate. Problem-solving techniques deal with incidents that the police are repeatedly called to deal with, whether they are serious or minor. Problem solving gives police officers and the community a chance to do something about crime.

A good way to become a systematic problem solver is to adopt the following five-step problem-solving process:

- Identify the problem. This is critical: you must try to solve the right problem
- 2. Analyze the problem
- 3. Identify decision criteria
- 4. Develop multiple solutions
- 5. Choose the optimal solution

What is proactive policing?

Proactive policing is the practice of deterring criminal activity by showing police presence and engaging the public to learn their concerns, thereby preventing crime from taking place in the first place. In contrast, responding to a complaint after a crime has been committed is reactive policing.

Reactive policing can be defined as:

The police responding to specific requests from individuals or groups in the community which encompasses "immediate response to calls" and "follow-up investigations". However, the rationale for routine patrol is not as straightforward

- 1. Identify the issues
- 2. Understand everyone's interests.
- 3. List the possible solutions (options)
- 4. Evaluate the options
- 5. Select an option or options.
- 6. Document the agreement(s).
- 7. Agree on contingencies, monitoring, and evaluation

A good way to become a systematic problem solver is to adopt the above 7step problem-solving process.

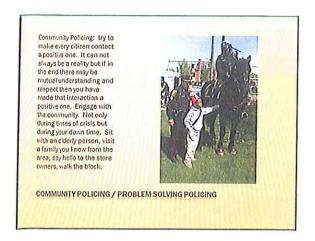
Where to get help

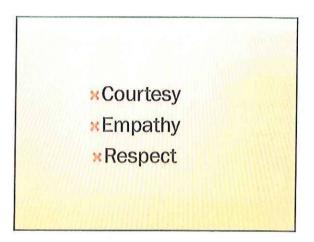
- + L&I
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- Housing / Zoning (city agencies)
- + CPTED: Crime Prevention Through Environmental Design
- + Community Court
- + Neighborhood Businesses

Effective community relations is essential in gaining community support

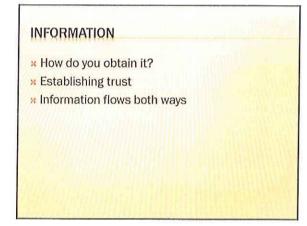


IOA RECEIVES DONATION FROM THE JEWISH FERDERATION











+ Identify criminal activity and it's offenders + Preventive patrol + Render aid to individuals/citizens + Protect/don't violate constitutional rights + Address loitering + Conflict resolution (verbal) + Create/maintain security in the community + Promote and preserve civil order



COMMON SENSE? * Smile * Say hello * Shake hands

- x Say "thank you"
- × Get to know names
- x Get to know the kids
- x Become part of their community



10 PROBLEM SOLVING POLICING SCENERIOS

Curriculum Area #602

- A store owner contacts the police concerning loiters in front of their store. Upon arrival the owner states that this is a daily occurrence. On a daily basis he tells the mostly men to move away from the front of his store to no avail. It is effecting his business and customers complain that they do not feel safe going to the store because they feel threated by them.
- The residents of an elderly housing complex that is located next to an elementary school complain about parents parking in their parking spaces. The parents park there to wait to pick up their children. The residents and the housing management have attempted to approach these parents but have had negative results. Complainants state that many times the parents are rude, loud and threatening yelling "get the fuck out of my way!"
- Area residents residing near music clubs complain about loud music emanating from cars of patrons from those clubs late at night. Several have complained about the loud music coming from the club on weekend nights. Complaints typically are called in around 2000-2400 hours. A few have even contacted the Chief of Police to complain.
- City residents have complained to the department about large semi-tractor trailers parking on city streets during business hours. A couple of club owners have also complained to the department concerning the large tractors parked in front of their clubs thus taking up several parking spaces for their patrons.
- There is a vacant multi-unit building in your area. Residents have been complaining that they
 observe people loitering in front of the building, behind it and on the side of it acting
 "suspicious". Sometimes they are just "hanging out on the porches".
- Litter and illegal dumping is a huge problem in the city. The Chief and residents in your area want you to combat the issue. Not only it is unsightly, the garbage attracts feral cats and rodents.
- The Chief has been made aware that after school is dismissed, students tend to congregate at fast food eateries as well as bodegas'. The issue arises when they congregate they smoke cigarettes, play loud music and in many cases, engage in physical fighting. Most of the fights are then filmed and uploaded onto social media.

- The new YMCA complains that they began observing teenagers hanging out in front of their establishment that are not members. The teens in the back of the building seem to all wear the same colors like red and the ones in the front wear blue. There have been some fighting and the YMCA does not want it to get worse.
- Residents throughtout the city complain of dirt bikes and quads racing up and down their streets making lots of noise and driving recklessly almost crashing into cars or pededstrians. They have contacted the Chief and the local paper for action.
- A gas station employee informs you that he has a mentally ill man stand on the property daily drinking beer and approaching customers for loose change. Sometimes he urinates on the building.

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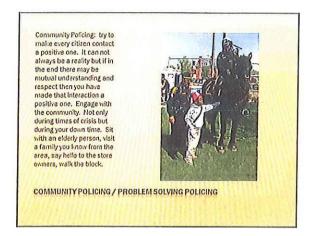
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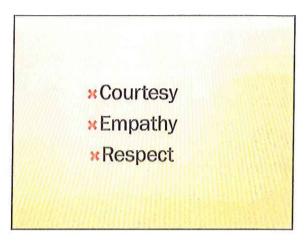
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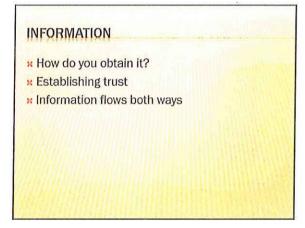


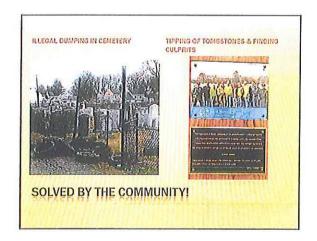
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- The new YMCA complains that they began observing teenagers hanging out in front of their establishment that are not members. The teens in the back of the building seem to all wear the same colors like red and the ones in the front wear blue. There have been some fighting and the YMCA does not want it to get worse.
- Residents throughtout the city complain of dirt bikes and quads racing up and down their streets making lots of noise and driving recklessly almost crashing into cars or pededstrians. They have contacted the Chief and the local paper for action.
- A gas station employee informs you that he has a mentally ill man stand on the property daily drinking beer and approaching customers for loose change. Sometimes he urinates on the building.

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STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFIC	CER: GULIE, JAMES S (Last) (First)	DEPARTMENT	: Hartford	t	_ POST ID#	15076
Fire	arms Qualification per GN 03-3 "Ea hours of range for	ch 3 hour class will a total of 9 hours in	consist of the three-	one-hour clas year period."	sroom time	and two
Min	irnum passing firearms qualification s	core= 80% (240/300) o	f a minimun	n 60 round POS	STC approved	course
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410	Law Enforcement & Citizen Needs	s with Special 1	1 1		Syp New !	Mon
Handg	un Qualification Score	Remedial Train	ning Rèquire	ed: Yes [No	
¹¹/itnes gnat	ss ture:	(Only require	d if officer re	ceiving training is	s a Firearms In	structor)
	**I am a currently certified POS	[*] C instructor in each c	of the instru	ctional areas ta	ught above	
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Nicole	e Mordasiewicz		982	10/31/2020		•
nd Train	n must be maintained for each officer by thurs received. For audit purposes, a copy onling Council. is form must be signed by both the	of this form <u>must be pro</u>	<u>vided</u> when i	requested to the	Police Officer	Standards
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oinine	g Officer's Signature Da		Receiving T		292011	2018
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A. True B. False

Law Enforcement & Citizens with Special Needs [410]

1.	A "Disability" can be thought of as a type of sensory, physical or cognitive that affects a person's daily functioning. A. Hindrance B. Disadvantage C. Handicap D. Problem
2.	The following are all considered visible disabilities except: A. Portable Oxygen B. Chronic pain C. Deaf/ Blind D. The use of a wheelchair
3.	In the event of an Emergency, mark the back of a person who is deaf or blind with a: A. Circle B. Square C. X D. Dollar Sign
4.	The organization responsible for regulating the guidelines for communication with people with disabilities is: A. AARP B. ADA C. DOT D. TSA
ö.	ADA regulations suggest a family member is the most appropriate person to provide sign language interpretation. A. True (B) False

6. You may rely on an adult accompanying a person with a disability to interpret in emergencies.

 7. The following are acceptable means of communicating with people who have speech disabilities except: A. Ask yes or no questions B. Interrupt or finish their sentences C. Repeat back what you think the person is trying to tell you D. Ask the person to write or type 	
 When interacting with people who are blind or have poor vision, identify yourself when approaching and provide a description of what you will be doing. True False 	
 When interacting with people with physical disabilities, always assume they need your help. A. True B False 	
 10. The ADA provides service animals for people with mobility disabilities, people who are Deaf or hard of hearing, and people who have seizures. A. True False 	
11. The ADA recognizes animals used for crime deterrence, emotional support, and companionship as service animals. A. True B. False	
 12. Communication tips for interacting with people with intellectual disabilities include: A. Giving clear and simple directions B. Looking for indicators that the person understands C. Provide a description of what you will be doing D. All of the above 	
13. When giving Miranda warnings when arresting someone with a cognitive disability, you should use simple words, ask the person to repeat the phrase back to you in their own words, as the person of what a right is, and speak slowly and clearly. A. True B. False	



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

OFFICER:				DEPARTME	NT:	POST ID#				
	(Last)	(First)	(MI)		8-					
	u u	721	MAN	IDATORY HO	URS =	28				
Firear	ms Rape Crisis	Domestic Violence 2	Human Relations 3	Handling Juveniles 1	The State of the S	ice and Law 7	Patrol Procedures 2	Gang Violence 1	Bigotry or Bias Crimes 1	
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ea		Тор			Course hrs	Course credit	Date	^* Instruct	tor Signature	
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Training	Officer's Signature		Date	Off	icer Rec	ceiving T	raining Signatu	re	Date	



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



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POSTC-50-B

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



Rev. 05/2017

FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFIC	ER:	****	<u> </u>			DEPAR	TMEN	T: _1	Hartford	d			POS	T ID#	
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- 1. Which one is not considered a family/household member?
 - A. 18 yr. old related by blood
 - B. Spouse/former spouse
 - C. Neighbor
 - D. People residing together or have in the past
- 2. What is not an example of physical violence?
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 - C. Approach silently and do not park in front of the home
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 - A. True
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- Domestic violence is an incident resulting in physical harm, bodily injury or assault, or an act of threatened violence that constitutes fear of imminent physical harm, verbal abuse between family or household members.
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POSTC-50-B

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



Rev. 05/2017

FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFIC	ER:				T-10	DE	PARTI	MENT:	Ha	artford	1		F	osi	Γ ID#		
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<i>(</i>	 7. The worst place to interview a person during a domestic violence incident is: A. The backyard B. Kitchen C. Backyard D. Bedroom
	8. A protective order is issued by Civil Court and a Restraining Order is issued by Criminal Court.A. TrueB. False
	 9. In regards to the completing the Domestic Violence Lethality Screen, a "Yes" response to questions #1-3 automatically triggers the protocol response. A. True B. False
	10. According to Public Act 15-211, all domestic violence arrest reports and domestic violence warrants shall be submitted using Jane Doe or John Doe to identify the victim. The Victim's actual information shall be submitted on a CIR Supplement, as is consistent with sexual assault victims. A. True B. False
	11. Juveniles in family violence incidents are subject to the provisions of family violence laws.A. TrueB. False
	 12. A police officer may seize firearms/ electronic defense weapons when; A. The weapon is at the location where the crime is alleged to have been committed B. The weapon is in possession of any person arrested for the commission of such crime C. The weapon is in plain view D. All of the above
	 13. The four forms required in completing a domestic violence report are: Office of Victim Services Card, Family Violence Offence Report, and a Domestic Violence Lethality Assessment Screen. A. True B. False

1.	Which	one is <u>not</u> considered a family/household member?
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	В.	Spouse/ former spouse
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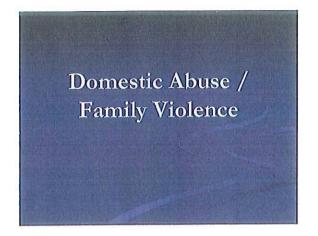
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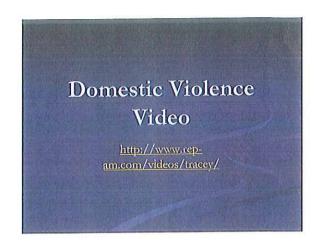
Domestic Violence [607]

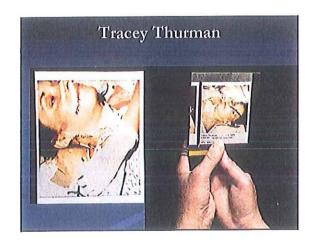
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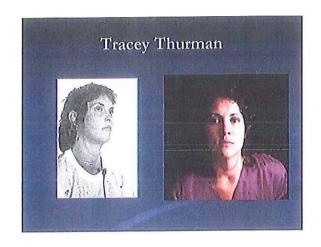
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"Family violence"

- Means an incident resulting in physical harm, bodily injury or assault, or an act of threatened violence between family or household members.
- Verbal abuse or argument shall not constitute family violence unless there is present danger and the likelihood that physical violence will occur

"Family or Household member"

Means:

- (A) Spouses, former spouses,
- (B) Parents and their children,
- O(C) Persons related by blood or marriage
- (D) Persons (other than (C) who have resided or currently reside together
- O(E) Persons who have a child in common, regardless of whether they are or have been married or have lived together at any time
- (F) Persons in, or recently been in, a dating relationship

Juvenile Offenders

- Juveniles in a family violence incident are NOT subject to the provision of family violence laws
- Tell me about juvenile arrests and court dates

Juvenile Offender

- NOT subject to non-financial conditions of release
- If there is a safety concern, consider an Order to Detain (JV placed in detention)

Juvenile Offender

- If 16 or 17 year old is subject to a no contact order issued by juvenile court
 - OViolation= Juvenile Offense
- If 16 or 17 year old is subject to a written order of protection in adult court
 - OViolation= Adult Offense

Domestic Violence Arrests

- Probable Cause (P.C.) is needed to make any arrest
 - PC- sufficient facts and circumstances lead a reasonably prudent person to believe a crime has been, is being, or is about to be committed
- The police shall arrest the person or persons suspected of committing the violence and charge them with the appropriate crime

Domestic Violence Arrests

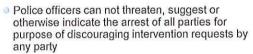
- In making their decision whether to arrest, the police may NOT
 - Obe dependent on specific consent of the victim
 - O Consider the relationship of the parties
 - Oor be based solely on a request by the victim
- Firearms or electronic defense weapon
 - OMay be seized when:
 - The weapon is "at the location where the crime is alleged to have been committed that is in the possession of any person arrested for the commission of such crime or suspected of its commission or that is in plain view"

Recommendation in domestic violence incidents or protective order violations

- That an officer NOT notify the offender of a pending arrest
- That an officer NOT offer voluntary surrender
- Voluntary surrender should only be offered if there are:
 - O Concerns for officer safety
 - O Concerns for victim safety
 - Unusual circumstances that would warrant voluntary surrender

Victim's Safety

- Victim's safety is enhanced when the victim is aware of the offender's incarceration status
- Victim is provided with case number and investigating agency's information
- Officers should encourage victim to contact the police department for periodic updates on offender's status
 - OFollow online for the long term



Two or more opposing parties

- they must evaluate each complaint separately to determine whether to seek arrest warrants for one or both parties
- *Officers are NOT required to arrest when there is reasonable belief that a party in a family violence incident acted in self defense

LIABILITY

We shall not be held liable in civil action cases regarding personal injury or injury to property brought by any party to a family violence incident for an arrest based on PC or where conditions of release are imposed

Telephone/ electronic communications violations of restraining, protective, or other court orders

May file a complaint with _?_ law enforcement agency

???

- Town in which the complainant resides
- Town in which the person received the communication
- Town in which the communication was initiated

Police must:

- Provide medical treatment, as needed
- Inform victims of their right to file an affidavit for an arrest warrant
- Informing the victim of services available to them
- Refer victims to the Office of Victim Services
- Provide assistance in accordance with the uniform protocols for treating victims off family violence whose immigration status is questionable (certification of helpfulness form)

Police must:

- If no cause exists for an arrest:
- The officer shall provide assistance as laid out in previous slide
- the officer shall remain on the scene until the likelihood of imminent violence has been eliminated

Short Term Safety Plan

- An immediate plan developed at the time of the report
 - What to do next
 - Safe location
 - O Phone calls for support
 - O Explain arrest process/ possibility of offender release
 - O Provide case # and contact info for department
- Officer should remain on scene and assist victim with this plan

Forms

- Office of Victim Services Cards
- Family Violence Offense Report
- Conditions of release form
- D.V. Lethality Assessment Screen

State of Con Department	resul Princip	Family Viol Sant to bro	to DPS on!	מדע רב ל י	was made	Q	1000	viv-t-dizco
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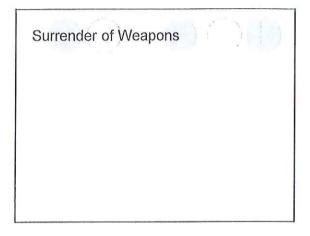
Conditions of Release

- Non-financial conditions of release (any on form may be set by the officer)
- Indicate what is set on the form
- Show efforts to contact the bail commissioner were made
- Explain factual basis used to support the conditions of release
- If non-English speaking use a translation service or interpreter

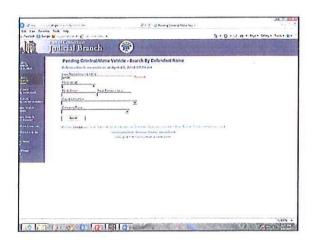
Conditions of Release

- Conditions remain in effect until arrestee is presented before a judge
- Violations= crime of "Violation of Conditions of Release"
 - O53a-222
 - O53a-222a

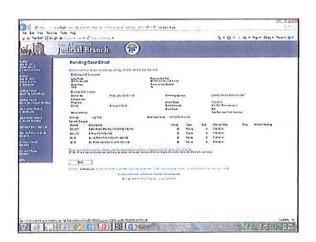
Protective VS. Restraining Order Order -Issued through the Issued through the criminal court civil court After an arrest is Applied for by an made individual 53a-223b. Criminal 53a-223. Criminal violation of a violation of protective order restraining order (Class D Felony) (Class D Felony)

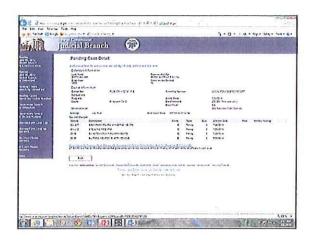


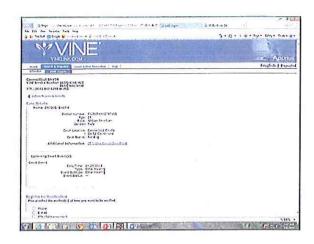












Is it legal to spank your child?

Family violence crime shall NOT include acts by parents or guardians disciplining minor children unless such act constitutes abuse

This is abuse, not discipline!



- "Sleep Locker"
- March 2011
- Old Saybrook, CTElementary School aged child
- Locked dog crate for urinating and defecating in his bedroom

Scenarios



No. of Concession,	MRIFURD POUR	-
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and the second	CONNECTICUT	

HARTFORD POLICE DEPARTMENT POLICY AND PROCEDURE

GENERAL ORDER

Domestic Violence Lethality Assessment Program

EFFECTIVE DATE;	ORDER NUMBER:	
3/1/2016	7-48	
ISSUANCE DATE:	PAGE:	
3/1/2016	1 of 7	
REFERENCE:	RESCINDS:	_
POSTC General Notice 14-03	N/A	
CHJEF'S SIG	NATURE	

James C. Rovella, Chief of Police

I. Purpose:

The purpose of this order is to implement an intimate partner Lethality Assessment Program at domestic violence calls for service. The goal of the Lethality Assessment Program is to prevent homicides, serious injury and re-assault involving intimate partners by encouraging victims to utilize the support and shelter services of domestic violence programs.

The provisions of this policy shall operate in addition to, and not in lieu of, the requirements of Connecticut General Statutes § 46b-38b concerning the investigation of family violence crimes by Connecticut Peace Officers, and the Connecticut Police Response To Crimes of Family Violence - Model Policies, Procedures and Guidelines. To the extent that any of the provisions of this policy may be interpreted to be in conflict with the provisions of Connecticut General Statutes § 46b-38b concerning the investigation of family violence crimes by Connecticut Peace Officers, and the referral of the victims of such crimes for enumerated services, the statutory requirements shall prevail.

II. Policy:

It is the policy of the Hartford Police Department to identify victims of domestic violence involving intimate partners in potentially lethal situations, and to place those victims in immediate and direct contact with a domestic violence advocate trained in the Lethality Assessment Program. The Lethality Assessment shall be used at the scene of a domestic violence incident to assist officers in identifying high risk situations and follow the established criteria to place the victim in direct contact at the scene with a domestic violence program counselor. Officers conducting a Lethality Assessment will ask the victim the Lethality Screening Questions included in the attached document titled, "Domestic Violence Lethality Screen for Law Enforcement Officers." When a victim is assessed as being in danger, officers will contact the Interval House and ask the victim to speak with an advocate.



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Domestic Violence Lethality Assessment Program

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3/1/2016

III. Definitions:

- Lethality Assessment Program (LAP)- is a two-pronged intervention process that
 features a research-based lethality screening questionnaire and an accompanying
 protocol referral that provides direction for law enforcement, medical personnel,
 clergy, social workers and others to initiate appropriate action based upon the
 results of the screening process.
- 2. <u>Intimate Relationship:</u> for the purposes of this general order, an Intimate Relationship is a relationship involving physical or emotional closeness or association, romance, passion or sexual activity.
- 3. Intimate Partners- persons involved in an intimate relationship who:
 - a. Are married, separated, or divorced;
 - b. Live or have lived together;
 - c. Have children in common; or
 - d. Are dating, or have dated but do not live, or have never lived together.
- Lethality Assessment Screen- a lethality assessment utilizing the Lethality
 Assessment Screen for First Responders, distributed by the Connecticut Coalition
 Against Domestic Violence's (CCADV).
- 5. <u>Screened In-</u> refers to situations when a victim's responses initiate a protocol referral.
- 6. <u>Protocol Referral</u>- is the process of initiating a LAP call to the regional domestic violence service provider and speaking to a LAP Victim Advocate from that agency.
- 7. <u>Lethality Assessment-</u> is the identification of victims who are at the highest risk of danger or serious injury by their abuser.

IV. Procedures:

- A. Responding to Calls of Possible Domestic Violence:
 - 1. Officers shall perform a Lethality Assessment Screen with the victim when the domestic violence incident involves an intimate partner relationship and:
 - The officer reasonably believes there has been an assault or other act of domestic violence, and/or
 - b. The officer reasonably believes that the victim may face danger once the officer leaves, and/or



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Domestic Violence Lethality Assessment Program

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3/1/2016

c. The Hartford Police Department has investigated previous domestic violence incidents involving the intimate partners, and/or

d. When the officer's training and experience indicates the situation is dangerous, but the officer may lack probable cause to make an arrest.

Officers should be mindful that an arrest is not required to conduct a Lethality Assessment. Officers should be alert for Lethality Assessment Screening opportunities aside from those outlined in this policy (emergency committals, reports of suicidality, cooperation with police which may increase likelihood of intimate partner violence, etc.)

- e. In situations where a victim is intoxicated but not incapacitated, a lethality Assessment should be conducted after investigating the incident.
- 2. The officer should remain at the scene for a reasonable time until, in the judgment of the officer, the likelihood of further imminent violence has been eliminated or the officer has helped the victim with a safety plan in conjunction with an advocate after completing the Lethality Assessment Screen.

B. When Conducting the Lethality Assessment, Officers shall:

- 1. Determine if any party present is in immediate need of medical attention.
- 2. Conduct a thorough, comprehensive investigation. Interview all persons present including the victim, suspect and witnesses.
- 3. Advise the victim that he or she will be asked a series of questions to help the officer determine the immediate potential for danger to the victim.
- 4. Ask the questions in the order that they are listed on the Lethality Assessment Screen.
- Ask all the questions in assessing the victim. The more questions the victim responds to positively, the clearer and more immediate the potential for danger is to the victim.
- 6. Assess the scene. If, based on physical observations and/or information gathered from the interviews, the officer believes that the victim could be



Domestic Violence Lethality Assessment Program

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in danger or is at risk of serious injury, the officer shall complete a lethality assessment screen.

7. In situations of dual arrest, officers should attempt to identify the party exercising power and control within the relationship. After making such an evaluation, officers should conduct a Lethality Screen assessment with the party upon whom that power and control is being exercised.

C. Assessing the Responses to the Lethality Questions:

- 1. A <u>single</u> "yes", or positive response by the victim to questions #1, 2 or 3 signifies a high danger situation and automatically triggers the protocol referral.
- 2. If the victim gives negative responses to questions #1 3, but positive responses to <u>four</u> or more of questions #4 through 11, this also signifies a high danger situation and triggers the protocol referral.
- 3. "No" or negative responses, to all of the assessment questions, or positive responses to less than four of questions #4 through 11, may still trigger the referral if the investigating officer believes it is appropriate. The officer should ask the victim the following clarifying questions:
 - a. 'Is there anything else that worries you about your safety?" If the victim answers, "Yes;" then ask, "What worries you?" The response to this question may aid in your decision.
 - b. Use of the domestic violence lethality screen takes into account the training and experience of a police officer. It's flexible and relies on the investigating officer acting on that training and experience. If the victim's responses don't trigger the referral, but the officer's assessment of the situation indicates high danger, the officer should still initiate the referral.

D. When Referral is NOT indicated, Officers Shall:

- a. Advise the victim that domestic violence is dangerous and sometimes fatal.
- b. Inform the victim to be alert to signs listed in the assessment because they may convey to the victim that she or he is at an increased level of danger.



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Domestic Violence Lethality Assessment Program

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c. Refer the victim to the Interval House 24x7 Crisis Hotline (860-527-0550).

- d. Provide the victim with the Police Department's telephone number, the case number and the officer's contact information should the victim wish to discuss the event further or requires additional assistance.
- e. Ensure that the encounter complies with the requirements of Connecticut General Statutes § 46b-38b concerning the investigation of family violence crimes by Connecticut Peace Officers, and the Connecticut Police Response To Crimes of Family Violence Model Policies, Procedures and Guidelines.

E. When Referral IS Indicated, Officers Shall:

- 1. If a danger assessment is made or the officer believes it is appropriate, the referral will be implemented as follows:
 - a. Advise the victim that this situation indicates that the victim may be at an increased risk and that others in similar situations have suffered serious injury or death.
 - b. Advise the victim that HPD officers are required to call the Interval House Crisis Hotline (at 860-527-0550) and ask that the victim speak with an advocate.
 - If the victim <u>declines</u> to speak with an advocate, the officer should:
 - Tell the victim that the officer will contact the domestic violence hotline to receive guidance on how to proceed further.
 - 2. Tell the victim that they would like the victim to reconsider speaking with the hotline advocate and;
 - 3. Ask the victim again if they have reconsidered and would now like to speak with the advocate.



Domestic Violence Lethality Assessment Program

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Regardless of whether the victim continues to decline to speak with an advocate. the officer should provide the same service they would perform for a victim when a referral is not indicated pursuant to the provisions of Connecticut General Statutes § 46b-38b concerning the investigation of family violence crimes by Connecticut Peace Officers, and the Connecticut Police Response To Crimes of Family Violence - Model Policies, Procedures and Guidelines, including conveying information that the advocate may have suggested, reviewing safety tips and discussing the option of leaving the location if possible.

- ii. If the victim agrees to speak with an advocate, the officer will advise the advocate that the officer has completed an assessment that indicates danger or that the officer believes that the victim may be in danger and would like the advocate to speak with the victim.
- c. Officers should avoid using the victim's telephone to contact the Domestic Violence Hotline whenever possible, If no other means are available. Officers should contact their supervisor to facilitate making contact with the Hotline.
- d. Officers should not provide the name of the victim or their contact information to the advocate without the consent of the victim. If the victim does not consent to contacting the Domestic Violence Hotline, Officers shall omit their name and contact information when completing the Lethality Assessment and when speaking with Hotline workers.
- e. During the conversation between the victim and the advocate, the advocate may ask to speak with the officer regarding the situation.
- f. The officer will then be guided by the discussion with the advocate for further assistance, and assist in the development of an immediate safety plan.
- g. Officers should provide reasonable assistance to the victim if the victim wants to leave the residence. Lethality Assessment Program Advocates will provide for transportation of the victim and children and arrange for long-term shelter if necessary.
- h. Prior to leaving the scene, officers shall provide the victim with a OVS (Office of Victim Services), Victim Rights Card, the officer's contact



Domestic Violence Lethality Assessment Program

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EFFECTIVE:

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information, case number, and contact phone numbers for the Public Safety Complex and Interval House.

F. Reporting:

- 1. Responding Officers Shall:
 - a. Complete the Lethality Assessment Screen when necessary and have it signed by a supervisor at the conclusion of the officers' tour of duty.
- b. Fax a copy of the Lethality Assessment Screen to the Lethality Assessment Program Liaison at Interval House (fax number: 860-247-2042) regardless of whether the victim screened in.
- c. After faxing the copy, check off the "Sent to DV Agency" box at the bottom of the Lethality Assessment Screen.
- d. Submit the Lethality Assessment Screen to Teleserve at the conclusion of their tour of duty.

G. Crime Analysis Unit Shall:

- 1. Verify that required Lethality Assessments have been submitted, and review all Lethality Assessment Screens for completeness.
- 2. On a monthly basis, provide a report to the Interval House which contains the following information:
 - a. The number of Lethality Assessment Screens that were conducted,
 - b. The number of victims screened to be "at risk."
 - c. The number of victims screened to be as not "at risk".
 - d. The number of victims who refused to respond to the screening questions.
 - e. The number of victims who were screened and spoke with a domestic violence advocate.
- 3. Forward all original Lethality Assessment Screens to the Records Division for storage and retention and a copy of all Lethality Assessment Screens to the Domestic Violence Unit for analysis and follow-up.



Connecticut Coal tion Against Domestic Violence

DOMESTIC VIOLENCE LETHALITY SCREEN FOR FIRST RESPONDERS

When to Initiate a Lethality Assessment? When an intimate relationship is involved; AND You believe an assault has occurred, You sense the potential for danger is high, Names of parties or location are repeat names or locations, OR You simply believe one should be done.

B 15 8	, re r , re x	Hotline#:
Officei:	Department/Town:	Date
Victijn:	Offender;	Case #;
☐ Vicilm has been inform	ed that any responses to the following questions	could be used in the criminal or civil court process.
☐ Check here if victim did	not answer any of the questions.	
A "Yes" response to any	of Questions #1-3 automatically triggers the pro	otocol referral.
	eapon against you or threatened you with a weapon?	
Has he/she threatened to	kill you or your children?	□ Yes □No □ Not Ans.
Do you think he/she mig	ght try to kill you?	□Yes □No □ Not Ans.
Negative responses to Qu trigger the protocol refer	uestions #1-3, but positive responses to at least foral.	our of Questions #4-11,
Does he/she have a gun	or can he/she get one easily?	□ Yes □No □Not Ans.
Has he/she ever tried to	choke you?	☐ Yes ☐ No ☐ Not Ans.
Is he/she violently or con	nstantly jealous or does he/she control most	☐ Yes ☐ No ☐ Not Ans.
	separated after living together or being married?	☐ Yes ☐ No ☐ Not Ans.
Is lie/she unemployed?		☐ Yes ☐ No ☐ Not Ans.
Has he/she ever tried to l	kill himself/herself?	□ Yes □No □Not Ans.
. Dó you have a child that	he/she knows is not his/hers?	☐ Yes ☐ No ☐ Not Ans.
. Does he/she follow or sp	y on you or leave threatening messages?	☐ Yes ☐ No ☐ Not Ans.
An officer may trigger the	te protocol referral, if not already triggered abovestion, or whenever the officer believes the viction	vė, as a vesult of the victim's m is in a potentially lethal situation
	rries you about your safety? (If "yes") What wo	
heck one: Victim scre	ened in according to the protocol eened in based on the belief of officer	
victim screened in: After	advising her/him of a high danger assessment, die l No Advocate First Name:	d the victim speak with the hotline counselor?
fficer's Signature: te: The questions above and the h'lethal violence by a current or not captured by this screen. Al	Supervisor's Signat e criteria for determining the level of risk a person faces i r former inlimate partner, However, each siluation may p	ture: is based on the best available research on factors associated we sent unique factors that influence risk for lethal violence that ger" would not be expected to be killed, these victims face
		Authorized Agency)
3 10	× ,	Name



CUESTIONARIO DE LETALIDAD DE VIOLENCIA DOMESTIC PARA OFICIALES DE LA POLICIA

Connecticut Coalition Against Domestic Violence

¿Cuando debe completar un Cuestionario de Letalidad? Cuando se trata de una relación íntima y usted cree que ha ocurrido un asalto, siente que el potencial de peligro es alto, los nombres de las personas o lugares son nombres o lugares repetidos o simplemente cree que un Cuestionario de puede ser útil.

	Numero- Lín	ea de Crisis :	0	
Oficial:	Departamento/Cuidad:	Fecha:		
Victima:	Ofensor(a):	Número	del caso	Ď.
🗆 Là víctima ha sido informada de que las resp	iiestas a las siguientes preguntas podrtan ser intiliza	ados en el proceso	judicia	, crimhal o civil.
u Marque aqui si la victima no contesto ningun	a de las preginitas.			
▶ Si la victima contesto "si" a cualquier pregun	nta eintre el #1 al #3, esto automálicamente inicia el	l proceso de referi	r,	
1. Alguna vez, há utilizado el/ella un arma en coñ	tra de usted o le ha amenazado con un arma?	i Si	п Йо	□ No Resp.
2. Le ha amenazado el/ella con matarle o matar a	sus hijos?	n Si	п Хо	□ No Resp.
3. Piensa usted que el/ella trate de matarle?		o Si	□ Nó.	□ No Resp.
Si la victima contesto "si" a cualquier pregun es to inicia el proceso de referir.	ta entre él #1 ý #3, o si contésto "si" a por lo men	ios cuatro prėgitii	tus entre	#4 al #11,
4.Tiene el/ella una pistola, o puede conseguir una	fácilmente?	□ Si	ri No	□ No Resp.
5. Alguna vez, ha tratado el/ella de estrangularle?		□ Si	п No	□ No Resp.
6. Es el/ella violentamente o constantemente celos	o(a) y/o controla sus actividades diarias?	□ Si	п №	п No Resp.
7. Se ha separado usted de el/ella después de habe	r vivido juntos o de estar casados?	n Si	п No	□ No Resp.
8. Esta el/ella empleado/trabajando?		□ Si	□ No	п No Resp.
9. Alguna vez, ha intentado el/ella quitarse la vida	?	n Si	п Ио	□ No Resp.
10.Tiene usted un hijo(a) que el/ella sepa no sea d	e el/ella?	п Si	□ Nọ	п No Resp.
 Le deja el/ella mensajes amenazantes, le persig 	ue o sigue sus acciones?	□ Si	п №	п No Resp.
 Un oficial puede iniciar el referido en cualquie victima, o porque cree que la victima esta en u 	r niomento durante este cuestionario, ya sea como na situación que pueda ser letal.	résultado de las r	espuesta	s de la
Hay algo más que le preocupe sobre su seguridad	? (Si su contesto si) ¿Qué le preocupa?			
Marque una Çasilla:	□ Victima referida(o) de acuerdo con el profoco			
	☐ Yictima referida(o) basado en lo que cree el o☐ Yictima no fue referida(o)	ojiciál		
Si la victima fue referida(o): Después de comun	icarle el alto nivel de peligro, hablo el/ella con un c	consejero(a)		
le la linea de crisis? 🗆 Si 🗆 No	Nombre del consejero/a?			
Firma del Oficial:	Firma del Supervisor:			
Nota: Las preguntas en este cuestionario y el criterio	para determinar el nivel de riesgo, están basadas en reja. Sin embargo, cada situación puede presentar fac	los mejores estudio	s dispon	ibles
nfluenciar o determinar rieseos de violência letal au	e no fueron captadas en este cuestionario. Aunque la 1	mavoria de las vici	ines que p	nieuen Aanoetraroù aetar

Uso Administrativo: D Enviado a una agencia de violencia domestica: D	Enviado a la Fiscalía	□ Enviado a otra agencia autori	zada
10 00 00 00 00 00 00 00 00 00 00 00 00 0	70279 808	24 1/42 Q VVI	nombre de la agencia autorizada

CITY OF HARTFORD

INTERDEPARTMENTAL MEMORANDUM

TO:

All Sworn Police Personnel

FROM:

James C. Rovella

Chief of Police

DATE:

March 8, 2017

SUBJECT:

Public Act 15-211

Hartford Superior Court has asked the Department to remind all sworn officers that victim information for all domestic violence arrests and domestic violence warrants must comply with the requirements of Public Act 15-211.

Public Act 15-211 states that all identifying information for family violence victims shall be kept confidential, as existing law requires for sexual assault victims. Below is the language from Sec. 24 of Public Act 15-211:

Section 54-86e of the general statutes is repealed and the following is substituted in lieu thereof (*Effective July 1, 2015*):

The name and address of the victim of a sexual assault under section 53a-70, 53a-70a, 53a-71, 53a-72a, 53a-72b or 53a-73a, or injury or risk of injury, or impairing of morals under section 53-21, or of an attempt thereof, or family violence, as defined in section 46b-38a and such other identifying information pertaining to such victim as determined by the court, shall be confidential and shall be disclosed only upon order of the Superior Court, except that (1) such information shall be available to the accused in the same manner and time as such information is available to persons accused of other criminal offenses, and (2) if a protective order is issued in a prosecution under any of said sections, the name and address of the victim, in addition to the information contained in and concerning the issuance of such order, shall be entered in the registry of protective orders pursuant to section 51-5c.

Effective immediately, all domestic violence arrest reports and domestic violence warrants shall be submitted using Jane Doe or John Doe to identify the victim. The victim's actual information shall be submitted on a CIR Supplement, as is consistent with sexual assault victims.



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFICER				DEPARTI	IENT:	Hartford		POS	T ID#	
	(Last)	(First)	(MI)	7.0	-					1,
Firearm	s Qualification ho	per GN 03-3 ours of range							ı time	and two
Minimu	ım passing firearı	ns qualificatio	on score=	80% (240/3	00) of a r	ninimum	60 round PC	OSTC app	oroved	course
Area		Topi	lc'		Course hrs	Course credit	Date	** In	structo	r Signature
617	Civil Com	plaints & S	Service	Calls	1	1		ca. Th	cused	Jelez
							3			
		20			l l					
Handgun	Qualification Sco	re		Remedial	Training	Require	d: Yes		No	
Witness									•	
gnatur	e:			(Only re	equired if	officer red	ceiving trainir	ig is a Fire	earms Ir	nstructor)
	**I am a curre	ntly certified l	POSTC ins	structor in e	ach of th	ne instru	ctional areas	taught a	<u>ıbove</u>	
	INSTRUCTOR	NAME (PRIN	Γ)	INS	STRUCTO	OR ID#	A	PIRATIO	N DAT	E
Theresa	a Velez				2566		12/31/2018			
redit hours nd Training	ust be maintained received. For audi g Council. form must be si	t purposes, a d	copy of this	form must I	oe provid	ed when i	requested to	the Police	Office	r Standards
of my kn with the notice is	ad and signed this owledge. I under intent to mislead a punishable by law Iisdemeanor.	stand that int a public serva	entionally int in the p	making a fa	alse writt e of their	en stater official f	nent that I d unctions on	o not bel a form b	ieve to earing	be true this
aining C	officer's Signature		Date		Officer I	Receiving '	Training Signa	ture		Date



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

OFFICER:				DEI	PARTMEN	JT:			POST ID#			
		(Last)	(First)	(MI)		-						
				MANDAT	TORY HO	JRS =	28					
Firear		Rape Crisis	Domestic Violence	Relations J	landling luveniles		ce and Law	Patrol Procedures	Gang Violence	Bigotry or Bias Crimes		
] ;	9	2	2	3	1	ļ	7	2	1	[1		
Elect	ive Ho	urs = 32. Max	kimum numbe	r of hours in any s	ingle area	is 16,	except	in area 3 which	is 24.			
				Each 3 hour class urs in the three yo			one ho	our classroom	time on use	of force and		
	(Mini	imum passin	g firearms qu	ualification score	= 80% of	a minii	mum 6	0 round POST	C approved o	course)		
		CUF	RRICULUM A	REAS (Specific c	ertificatio	n area	s loca	ted on back of	form)			
1 2 3	Poli	ninal Justice : ce and the La ctical Skills		5 Crim	an Relationinal Investol Proced	tigatio	ons	8	Supervision Management Executive			
					C	ourse (22	W Z W 3			
Area			Тор	oic		hrs.	credit	Date	** Instruct	or Signature		
618	Repo	rt Writing				2	2		1-1-	1183		
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					-							
	*	*I am a curre	ntly certified	POSTC instructo	or in each	of the	instru	ctional areas t	aught above			
		INSTRUCTO	R NAME (PR	INT)	INST	RUCTO	R ID#	E	XPIRATION I	DATE		
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Micha	el Ande	erson			3135	=		05/31/2019				
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TRA	AINING	OFFICER		DATE	-	OFFICI	ER REC	EIVING TRAIN	IING	DATE		



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFICE		<i>(</i> 21 a)		DEPARTM	ENT: _I	lartford		POS	T ID#	
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Area		Тор			hrs	Course credit	Date	** Ins	structor	Signature
618		Report Wr	iting		2	2		Shin	al n	w/ G
Handgun	Qualification S	Score		Remedial [*]	Гraining	Require	d: Yes		No	
Witness	'e'			(Only red	quired if o	officer red	ceiving training	a is a Fire	arms Ins	structor)
	**I am a cu	rrently certified	POSTC ins	tructor in ea	ich of th	e instruc	ctional areas	taught a	<u>bove</u>	
		OR NAME (PRIN	T)	INS	TRUCTO	R ID#	EXI	PIRATIO	V DATE	
Nicole	Mordasiewi	CZ			3982		10/31/2020			
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Training §	officer's Signature	9	Date		Officer R	eceiving T	Training Signat	ure	D	Date

Criterion Test

1.	A well written police report can help investigators determine the potential solvability factors of a case? True/ False
2.	The importance of a good written report is to help an officer their memory of a case when they are called to testify years later at court.
3.	The Latin term "body of the offense" is also called the
4.	A good Police report can help a prosecutor present a word picture of the offense. True/False
5.	Name four people who will read your police reports?
	What are the first stone of switting a read warrent?
6.	What are the five steps of writing a good report? Step 1:
	Step 2:
	Step 3:
	Step 4:
	Step 5:
7.	You should never include slang or obscene language in your police report. True/ False
8.	Name three types of cases which parties involved information needs to be kept confidential.

Test Answers

1. A well written police report can help investigators determine the potential solvability factors of a case?

True/ False

- 2. The importance of a good written report is to help an officer <u>refresh</u> their memory of a case when they are called to testify years later at court.
- 3. The Latin term "body of the offense" is also called the Corpus-Delecti.
- 4. A good Police report can help a prosecutor present a word picture of the offense.

 True/False
- Name four people who will read your police reports?
 Administrators, supervisors, prosecutors, criminal/civil attorneys, courts, media, citizens, insurance company, fellow officers
- 6. What are the five steps of writing a good report?

Step 1: Gather the Facts

Step 2: record the facts/take notes

Step 3: Organize facts in chronological order

Step 4: Write report

Step 5: Evaluate the report/edit and proof read

7. You should never include slang or obscene language in your police report.

True/ False

8. Name three types of cases which parties involved information needs to be kept confidential.

Sexual Assault victims
Domestic Violence Victims
Cases involving juveniles

Test Answers

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True/ False

- 2. The importance of a good written report is to help an officer <u>refresh</u> their memory of a case when they are called to testify years later at court.
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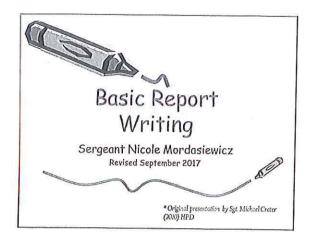
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8.	Name three types of cases which parties involved information needs to be kept confidential.



Class Activity

- You will have 1:30 to write the complete directions on how to make a peanut butter and jelly sandwich.
- · GOOD LUCK!!



Course Objectives

- · Importance of Good Report Writing
- Identify the purpose of Police Reports
- · Identify who will read your reports
- Identify essential characteristics to an effect police report
- Identify the questions required to be answered in a report

Course Objectives, cont.

- · Steps in Report Writing
- · Identify Report Writing Components
- When and how an opinion is included in a report
- Discuss the confidential nature of Police reports



Course Objectives, cont.

- Demonstrate how to evaluate a report
- · Write Reports!!!!!!



Importance of Good Report writing

- · To the officer:
 - refreshes memory
 - supervisors judge officers by their reports
- · To the investigator:
 - review and refer to them when conducting an investigation
 - determine the potential solvability of case



Report Writing Steps

- · 1. Gather the facts:
 - · investigate
 - · interview
 - · make observations
- 2. Record the facts immediately:
 - · take notes



Report Writing Steps

- 3. Organize the facts, put in chronological order - use an outline
 - · initial response
 - · crime scene conditions
 - · evidence
 - witnesses
 - suspects
- other pertinent facts
- · 4. Write the report



Report Writing Steps

- 5. Evaluate the report edit and proof read
 - Must be:
 - · accurate/factual include exculpatory information
 - · concise
 - · complete
 - clear and direct
 - · legible (spelling and grammar)
 - · objective



Report Writing Components

- · First Paragraph
 - will include the basic facts of case:
 - · time
 - · date
 - · location
 - · time reported
 - · officers who responded



Report Writing Components

- · Second Paragraph
 - usually contains:
 - · description of crime
 - · individuals involved
- Devote a paragraph of your report to each heading in your outline.
 - keep paragraphs short
 - discuss only one subject in each paragraph
 - most paragraphs should be five to six sentences



Report Writing Components

- · Use a new paragraph when you:
 - · change speakers
 - suspect by suspect
 - witness to witness
 - officer by officer
 - change locations
 - room to room
 - street to curb
 - inside to outsidescene to post



Confidential Information

- · Sexual Assault Victims
- · Domestic Violence Victims
- · Juveniles
- Police Reports are public information but must be obtained through proper avenues not from Officer



Report Evaluation Questions for you to answer

- Is the report factual?
- Is the report accurate?
- Is the report objective?
 Is the report complete?
- Is the report concise?
- Is the report clear?
- Is the report mechanically correct?
- Is the report written in standard English?
- Is the report legible?



Let's Write!!!

- · You will;
- Investigate mock situations
- Take Notes
- Write a report





Class Activity

- · You will have 1:30 to write the complete directions on how to make a peanut butter and jelly sandwich.
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Course Objectives

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- · Identify the purpose of Police Reports
- · Identify who will read your reports
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Course Objectives, cont.

- · Steps in Report Writing
- · Identify Report Writing Components
- · When and how an opinion is included in a report
- · Discuss the confidential nature of Police reports



Course Objectives, cont.

- · Demonstrate how to evaluate a report
- · Write Reports!!!!!!



Importance of Good Report writing

- · To the officer:
 - refreshes memory
 - supervisors judge officers by their reports
- To the investigator:
 - review and refer to them when conducting an investigation
 - determine the potential solvability of case



Importance of Good Report writing

- · To the prosecutor:
 - presents a word picture of the offense
 should illustrate
 corpus delecti
 evidence
 witnesses
- Statistical purposes:
 - crime frequency
 crime causes

 - victims
- perpetrators



Importance of Good Report writing

- · Reports and the writing of reports are the backbone of the organization
- The police report reflects on the individual officer's:
 - efficiency
 - training
 - personal pride



Purpose of Police Reports

- · Purpose is to recreate a crime scene or incident for the reader
- · Need to form a word picture for the reader
- · Used for further investigation, prosecution, and civil matters



Who Will Read Your Report?

- Administrators
- Supervisors
- · Criminal and Civil Attorneys
- · Courts
- · Media
- · Citizens
- · Insurance Companies
- · Fellow Officers



An Effective Police Report Is:

- · Accurate/ Factual
- · Concise
- · Complete
- · Clear
- · Legible
- Objective



Police Reports Answer:

- · Who?
- · What?
- · When?
- · Where?
- · Why?
- · How?



Report Writing Steps

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 - · interview
 - · make observations
- · 2. Record the facts immediately:
 - · take notes



Report Writing Steps

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- · 5. Evaluate the report edit and proof read
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Report Writing Components

- · First Paragraph
 - will include the basic facts of case:
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- · Second Paragraph
 - usually contains:
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 - keep paragraphs short
 - discuss only one subject in each paragraph
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Report Writing Components

- · Use a new paragraph when you:
 - · change speakers
 - suspect by suspect
 - witness to witness
 - officer by officer
 - · change locations
 - room to room
 - street to curb
 - inside to outside
 - scene to post



Report Writing Components

- · Use a new paragraph when you:
 - · change time
 - initial time of call
 - return to the scene
 - move to hospital
 - first breath analyzer test to second
 - · change ideas
 - observations
 - witness descriptions
 - suspect statements



Report Writing Components

- Use first person pronoun "I" to refer to yourself.
- Use past tense throughout the report.
 - denotes that events have already occurred.
- · Use active voice of the verb.
 - Tells who did the action or made the statement
 - Officer Hart found the knife.



Report Writing Components

- · Use active voice of the verb. (cont)
 - do not use passive voice
 - · The knife was found by Officer Hart.
 - Knowing who did an action or made a statement may be crucial to an investigator or prosecutor.
 - Put the "doer in front of the action"



Report Writing Components

- Use factual rather than opinion statements.
 - unsubstantiated opinions discredit a report
 - ask yourself, can this information be verified
 - if you use an abstract expression or opinion "the accused appeared intoxicated" you should
 describe the behavior (facts) which led you to
 that conclusion
 - scientific or medical terms should only be included when quoting medical personnel



Report Writing Components

- Slang or obscene language should be used in quotations and should be explained when appropriate
- use words with no emotional overtones
 - · The man cried.
 - · The man wept.
 - · The man blubbered.



Report Writing Components

- · Sort ideas for the reader
 - properly organized paragraphs
 - use one single unit of thought for each paragraph
 - use a lead sentence following sentences should support the lead in sentence.
 - The lead sentence should state clearly the action taken while supporting details



Confidential Information

- · Sexual Assault Victims
- · Domestic Violence Victims
- · Juveniles
- Police Reports are public information but must be obtained through proper avenues not from Officer



Report Evaluation

Questions for you to answer

- Is the report factual?
- Is the report accurate?
- Is the report objective?
 Is the report complete?
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- Is the report mechanically correct?
- Is the report written in standard English?
 Is the report legible?



Let's Write!!!

- · You will;
 - Investigate mock situations
 - Take Notes
 - Write a report



Instructional Goal (s): Provide students with the skills and knowledge needed to complete an effect well written police report. The participants will be able to satisfactorily perform the objectives, or otherwise demonstrate mastery of the knowledge, skills, or abilities identified below.

Instructional Objectives:

In a classroom setting, the student will:

- 1. Identify the importance of good report writing
- 2. Identify the purpose of police reports
- 3. Identify who will read your police reports
- 4. Identify the essential characteristics of a good police report
- 5. Identify the questions required to be answered in a good report
- 6. Learn the steps to writing a report and the components of report writing
- 7. Identify when to add an opinion into a report
- 8. Discuss the confidential nature of police reports
- 9. Demonstrate how to evaluate a report
- 10. WRITE A REPORT!!!!

Title of Instruction:

Basic Report Writing

Time:

3-4 hours

Target Group:

New Recruits/Cadets/

Police Explorers

Instructors:

Sgt. Nicole Mordasiewicz

Date:

September 2017

Method(s) of Instruction:

Lecture, Discussion

List of Items and Materials

Instructor:

Laptop computer

LCD Projector Pens (red/black)

Sample reports written by officers

Scenarios for students to practice writing reports How to make a peanut butter and jelly sandwich

writing activity

Items needed: Loaf of bread, (2) knives, plate, jar

of Peanut butter/ Jar of jelly

Students:

note pad/paper

CIRs (Incident Reports)

Pen to take notes

Outline of Activities	Instructor Note

ř , , , , ,

Bibliography

How to make a peanut butter and jelly sandwich writing group activity

https://www.education.com/activity/article/Sequence Sandwich middle/

September 18, 2017

https://everything2.com/title/Making+a+peanut+butter+and+jelly+sandwich%253A+A+teaching+exercise

September 18, 2017

PoliceOne.com

10 Steps to Improve Your Written Police Reports

Written by Lt. Fran Hart /

https://www.policeone.com/investigations/articles/44385-10-steps-to-improve-your-written-

police-reports/

Article updated July 21, 2017

September 19, 2017

How to write organized and concise police reports

https://www.policeone.com/investigations/articles/6289855-How-to-write-organized-and-

concise-police-reports/

Article written: June 24, 2013

September 19, 2017

Video: Report Writing Elements of a Crime

https://www.policeone.com/police-trainers/videos/6104161-Report-Writing-Elements-of-the-

Crime/

September 19, 2017

Documented in Hartford Police Department Interdepartmental Memo

Subject: Public Act 15-211

March 8, 2016 - written by Chief James C. Rovella

Hartford Police Department Interdepartmental Memo

Subject: Public Acts Effecting Law Enforcement, effective October 1, 2016

Written by Captain Jason Thody- Planning and Accreditation

November 1, 2016

Handouts and Overheads

Copies of sample reports written by other officers Power point slides Written test



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

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POST Credit Make Up Exam:

B. False

Personal Protective Equipment (PPE) [622]

1.	 A is any substance or material that could adversely affect the safety of the public, handers or carriers during transportation. A. Bacteria B. Hazardous material C. Biohazard D. Poison
2.	Any weapon designed to release radiation or radioactivity at a level dangerous to human life, is considered a A. X- RAY Machine B. Dooms Day Device C. Weapon of Mass Destruction D. Infinity Gauntlet
3.	What does C.B.R.N.E stand for?
	C-
	В-
	R-
	N-
	E
4.	What are the 5 levels of Hazardous Materials Training? 1)
5.	Smells, Fire, Leaking Liquids, Gas clouds/Fumes, Multiple victims, Occupancy/ location, and dead animals/ vegetation, are considered WMD/ HazMat indicators. A. True

(

 When responding to WMD/ HazMat incidents, be sure to stay downhill and down wind. A. True B. False 	
7. At a WMD/ HazMat incident, your job is to: 1) 2)	
 The Emergency Response Guide (ERG) is colored coordinated (White, Green, Yellow, Blue, Orange), and provides information on hazards, personal protection, safe distances and first aid. A. True B. False 	
 9. A Blood Borne pathogen to be worried about is: A. HIV/ AIDS B. Hepatitis C. Tuberculosis D. All of the above 	
10. Police Officers should always rush into WMD/ HazMat incidents.A. TrueB. False	

	(

POST Credit Make Up Exam:

Personal Protective Equipment (PPE) [622]

1.	A is any substance or material that could adversely affect the safety of the public, handers or carriers during transportation.
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	B. Dooms Day Device
	C. Weapon of Mass Destruction
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3.	What does C.B.R.N.E stand for?
	Chemical
	Biological
	Radiological
	Nuclear
	Explosive
4.	What are the 5 levels of Hazardous Materials Training?
	1) Hazmat Awareness
	2) Hazmat Operational
	3) Hazmat Technician
	4) Hazmat Specialist
	5) Hazmat Incident Commander
5	Smells, Fire, Leaking Liquids, Gas clouds/Fumes, Multiple victims, Occupancy/ location, and dead

animals/vegetation, are considered WMD/ HazMat indicators.

A. True B. False

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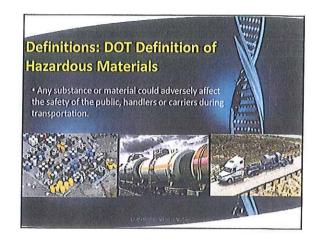
	B. False
7.	At a WMD/ HazMat incident, your job is to: 1) Evacuate those in danger 2) Deny entry
8.	The Emergency Response Guide (ERG) is colored coordinated (White, Green, Yellow, Blue, Orange), and provides information on hazards, personal protection, safe distances and first aid. A. True B. False
9.	A Blood Borne pathogen to be worried about is: A. HIV/ AIDS B. Hepatitis C. Tuberculosis D. All of the above
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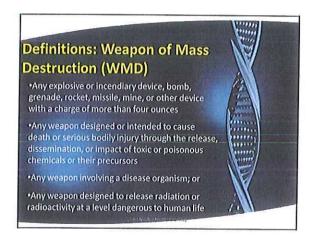
6. When responding to WMD/ HazMat incidents, be sure to stay downhill and down wind.

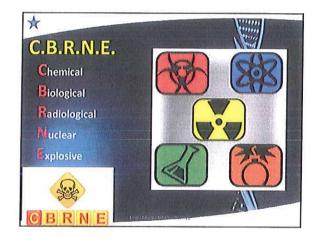
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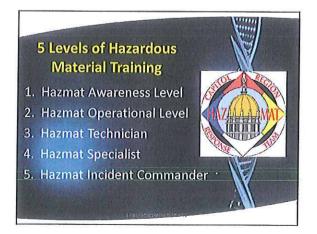


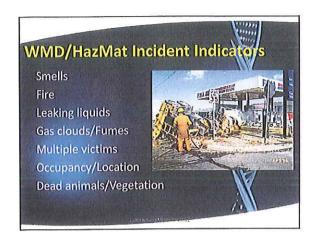




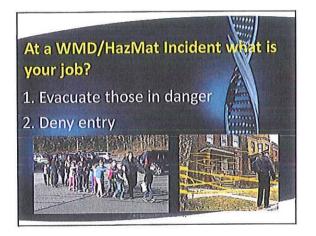


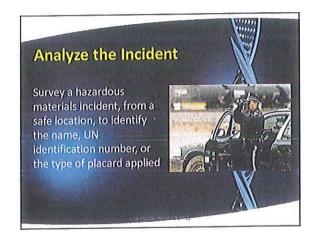


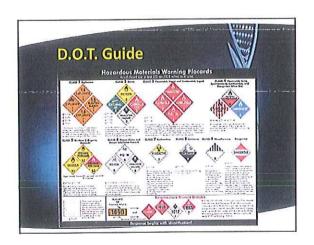


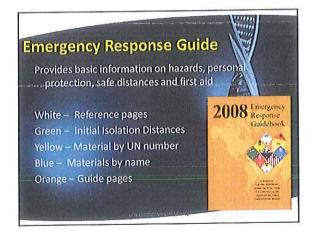


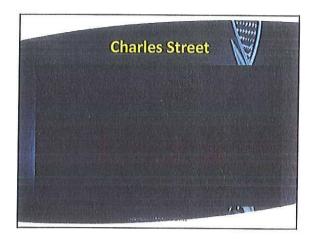


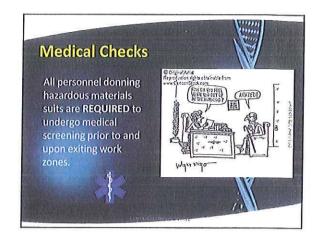








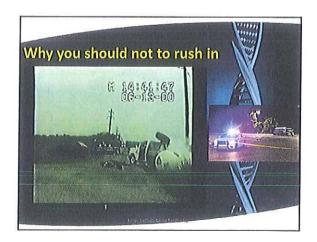






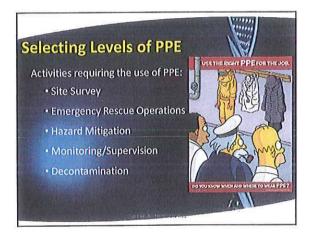


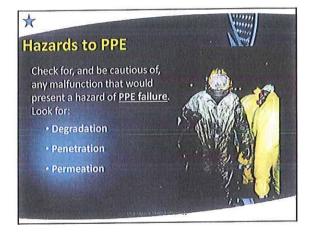


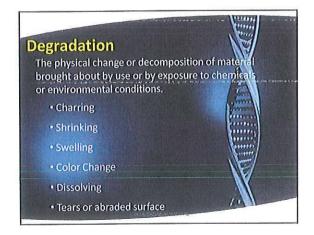


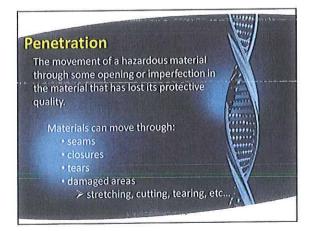


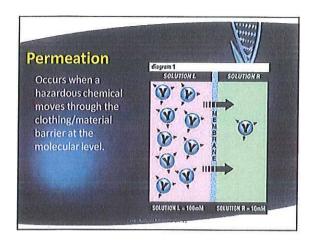


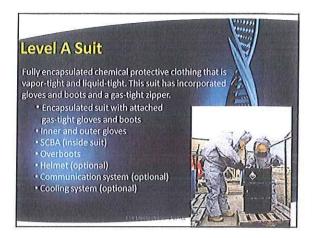




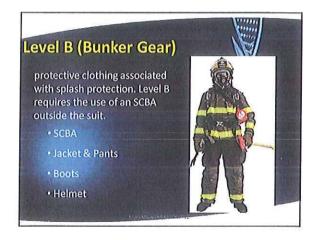


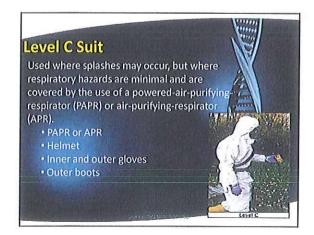


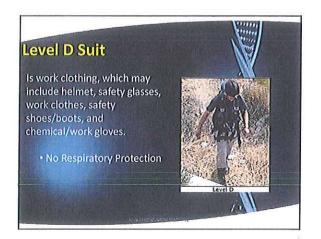








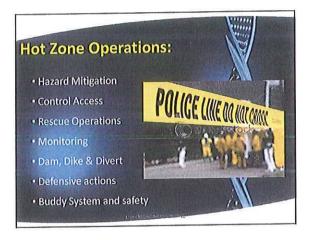




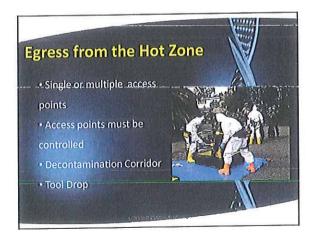


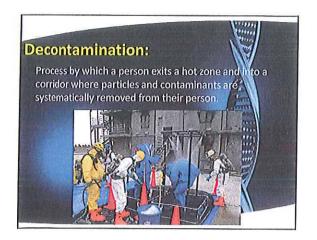


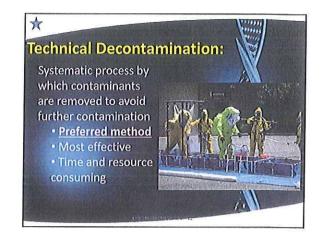




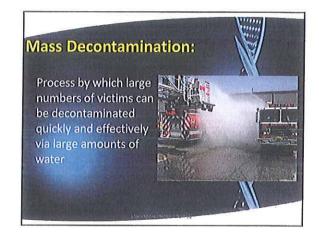


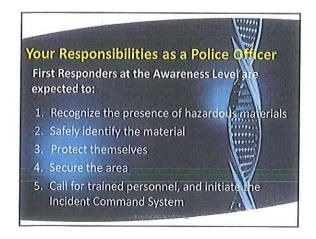




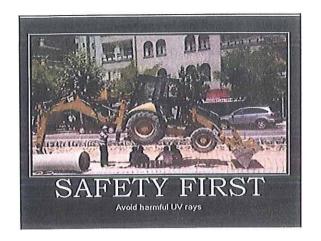


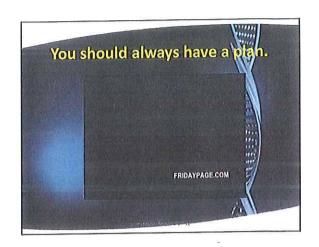


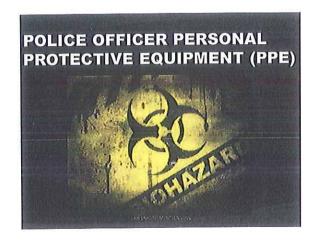


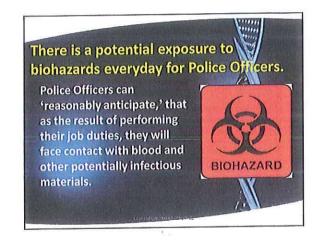


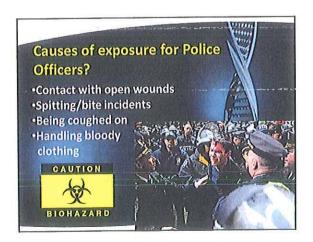


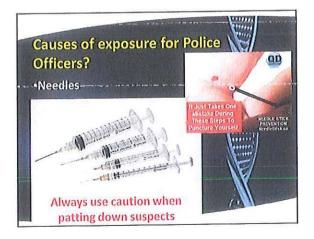


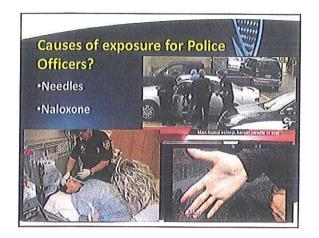




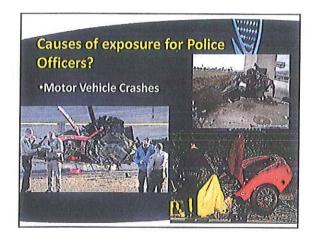


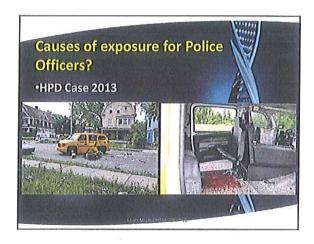


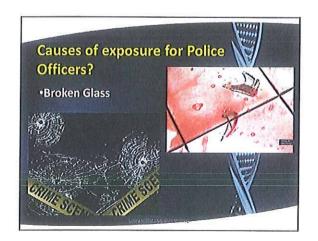


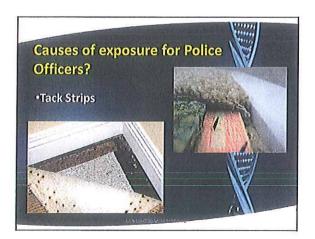


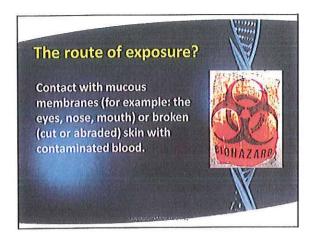






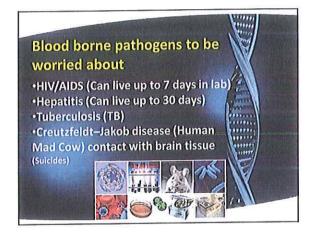


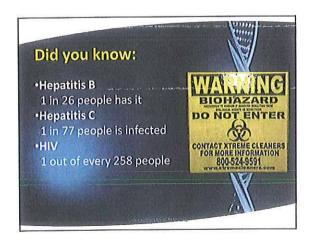


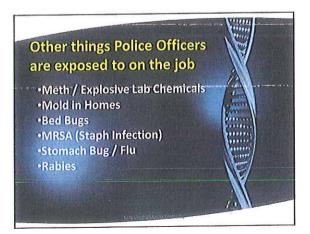




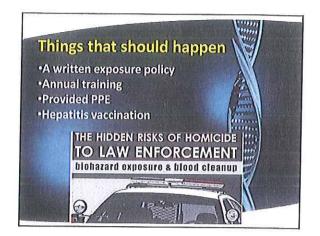


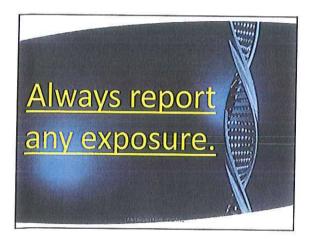


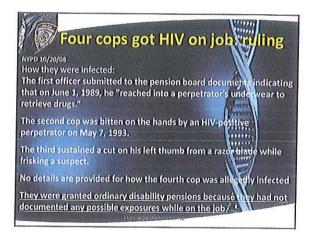


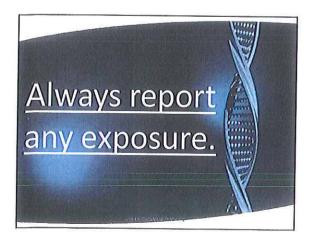




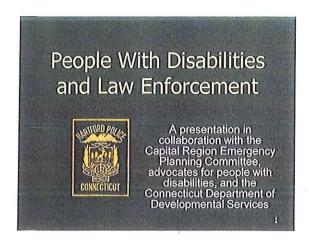




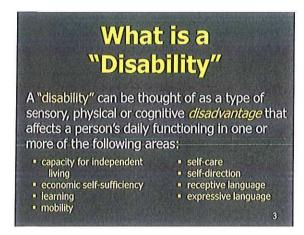




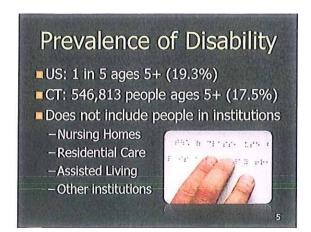
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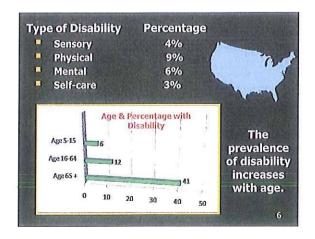


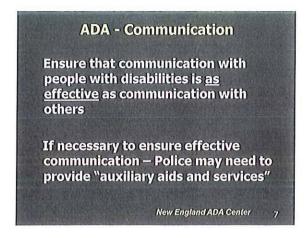
People First Language Puts the person first (i.e. "person with a disability" rather than "a disabled person") Indicates that the disability is not what defines who the person is, but something that the person has Shows that you recognize this person as a person, not a disability













Communication Tips: Interacting with People Who Are Deaf or Hard of Hearing Auditory and possibly visual communication methods are typically used American Sign Language has no relationship to English Speech-reading entails 33% guess work, 33% anticipation and 33% actual reading (under best of circumstances) Simple direct communication is best During an emergency: emergency + stress = anxiety, reduces ability to communicate

Communication Tips:
Interacting with People Who Are
Deaf or Hard of Hearing (continued)

Visual "noise"
Back lighting
Poor lighting
Hearing Aids – Background noise and high frequency voices
For Emergency Only: "X" on back of person who is deaf / blind

You are told that Mr. T, who is deaf, witnessed a robbery. You want to interview him.

Mr. T's daughter hears and is fluent in American Sign Language and English.

ADA regulations suggest a family member is the most appropriate person to provide sign language interpretation in this situation.

True or False?

New England ADA Center 11

False!

You may not rely on a minor child to interpret except in an emergency involving imminent threat to safety or welfare of an individual or public

False!

- You may not rely on an adult accompanying a person with a disability to interpret except:
 - Emergency involving imminent threat to safety or welfare of individual or public
 - Where person with a disability requests accompanying adult interpret, accompanying adult agrees, and <u>reliance on that adult is</u> <u>appropriate</u> (probably not appropriate in this situation)

Use a Qualified Interpreter!!

Communication Access Through a Sign Language Interpreter

- Provide a qualified Sign Language Interpreter by contacting Family Services of Woodfield (FSW) (203) 368-4291 or Info Line (dial 211).
- Contact the Commission on the Deaf and Hearing Impaired at 860-231-7623.
- Provide access to Contracted Video Relay Interpreting Services online. (access can be difficult people who are very ill or individuals with multiple disabilities such as low vision.

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Case 1

■ David Brown was driving his car behind his 17-year-old daughter's truck near Oxford Plains Speedway in August 2009 when he saw a man on a motorcycle nearly collide with his child's vehicle. The man on the motorcycle later died from the resulting accident. When police investigated, Brown was one of two witnesses, but the local Police Department didn't interview him because he is deaf. That was the conclusion of the Maine Human Rights Commission on Monday when it decided the Oxford Police Department discriminated against Brown by not giving him an interpreter at the scene of the accident. (Maine, 6-29-11)

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Case 2

■ A deaf Wichita, Kan. man wearing only a towel was Tasered by police responding to a false report of gunshots on November 20. Donnell Williams, 39, entered his living room to find two police officers shouting at him, said The Wichita Eagle. When he would not "comply with their orders," one of the officers then shot him with the Taser. "I regret that it happened," said Deputy Police Chief Robert Lee. "At the time of the Tasing they did not have any idea of his hearing condition." Police organized a meeting with the deaf community, said KWCH, to discuss "opening the lines of communication." (Kansas, 12-19-07)

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Case 3

A man calls and complains that his son has been treated badly because the son has a partial laryngectomy from cancer and slurs his speech. His speech becomes even more unclear when he's nervous.

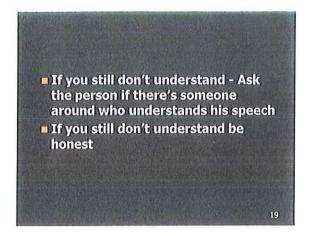
The son was stopped for a minor traffic violation. He says the police officer who stopped him yelled at him, gave him a field sobriety test, didn't believe him when he explained his disability, threatened to bring him in to the station, eventually wrote up the violation and let him go.

New England ADA Center

Communication with People Who Have Speech Disabilities

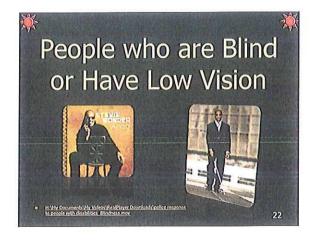
- Ask yes/no questions
- Don't interrupt or finish sentences
- Repeat back what you think the person is saying and ask him to confirm your understanding
- Ask person to write or type info

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Communication Tips:
Interacting with People Who Are
Blind or Have Low Vision

Identify yourself when approaching
Give clear directions – left, right, clock system
Provide description of what you will be doing
Poor Lighting may be an issue
Sighted Guide Technique

Your department has brochures on subjects ranging from substance abuse, firearm safety, alarm systems, laws and ordinances, and the volunteer lawyers project.

A resident who is blind requests one of the brochures in a format that is accessible to him.

What is the department's obligation?

New England ADA Center 24

Blind or Visually Impaired Auxiliary Aids and Services - Qualified Readers - Audio Recordings - Large Print (15 - 18 point font) - Braille - Computer disks, email the file or weblink New England ADA Center

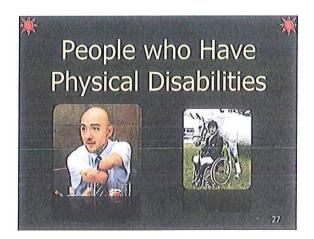
Possible Results of Failure to Provide Auxiliary Aids and Services Suppression of evidence Dismissal of case Reducing charges to lesser offenses Conviction of the innocent

Civil Lawsuit Not properly serving individual and public

Failure to obtain accurate witness account

Dehumanizing the individual

New England ADA Center



Communication Tips: Interacting with People With **Physical Disabilities** Ask what assistance is needed prior to doing anything Provide description of what you will be doing ■ Communication is CRITICAL prior to lifting or assisting someone – ask how best to lift, etc. to avoid injury

■ If you do not understand someone, ask them to repeat — talk directly to the person

Never lean on a person's wheelchair or adaptive equipment (cane / walker)

Transporting People with Disabilities

- May be able to use your standard transportation
- May need wheelchair accessible transportation
- Always ask person about lifting or transferring from wheelchair chair
- Don't damage wheelchair, canes, crutches

New England ADA Center 29

Case 5

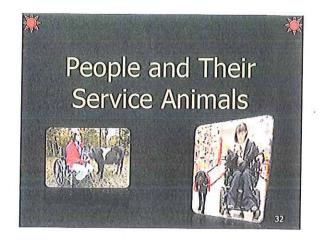
Jeffrey Gorman is a paraplegic who uses a wheelchair and lacks voluntary control over his lower torso and legs, including his bladder. In May 1992, he was arrested following an altercation with a bouncer at a nightclub in Kansas City, Missouri.
After his arrest, respondent was denied permission to use the restroom to empty his urine bag before being transported to the police station. He was taken to a police van that had no wheelchair locks. (continued next slide)

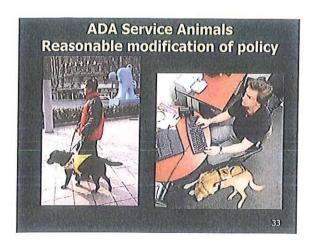
New England ADA Center 30

Case 5 continued

Over respondent's objection, police officers removed respondent from his wheelchair, and fastened him to a narrow bench in the back of the van. During the ride to the police station, respondent fell from the bench and ruptured his urine bag. After these events, respondent began experiencing serious medical problems, including a bladder infection, lower back pain, uncontrollable spasms in his paralyzed area, and shoulder problems. Jury awarded him over \$1 million in damages.

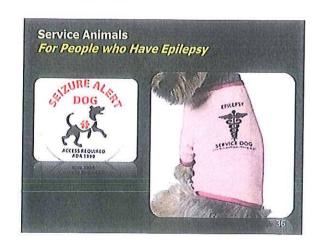
New England ADA Center 31











ADA Service Animal NEW Definition

 Any <u>dog</u> individually trained to do work or provide tasks for the benefit of an individual with a disability, including a physical, sensory, psychiatric, intellectual, or other mental disability





Service Animals

Examples of work or tasks in ADA regulations

- assisting individuals who are blind or have low vision with navigation and other tasks
- alerting individuals who are deaf or hard of hearing to the presence of people or sounds,
- providing non-violent protection or rescue work
- pulling a wheelchair
- * assisting an individual during a seizure
- alerting individuals to the presence of allergens

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Service Animals

Examples of work or tasks in ADA regulations (continued)

- retrieving items such as medicine or the telephone
- providing physical support and assistance with balance and stability to individuals with mobility disabilities
- helping persons with psychiatric and neurological disabilities by preventing or interrupting impulsive or destructive behaviors

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Not considered work or tasks

- The crime deterrent effects of animal's presence
- The provision of
 - · emotional support
 - well-being
 - comfort
 - companionship



ADA Service Animals

- You may ask if it is a service animal required because of a disability
- You may ask what work or task the animal has been trained to provide
- * Care/supervision is handler's responsibility
- May exclude if animal's behavior poses a direct threat to health or safety

Service Animals Must be under control of handler at all times (on leash except in narrow circumstances)

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Service Animals Reasonable Modification of Policies, **Practices and Procedures** Permit use of miniature horse by individual with a disability if miniature horse individually trained to do work or perform tasks for benefit of individual



- facility can accommodate these features
- Whether the handler has sufficient control of the miniature horse
- Whether the miniature horse is housebroken
- Whether the miniature horse's presence in a facility compromises legitimate safety requirements

Assistance / Service Animals Laws

- People with disabilities who have Service Animals have civil rights protection under the Americans with Disabilities Act (ADA) of 1990
- Remember Service Animals are NOT pets. Therefore local laws that restrict pets do not apply.

Assistance / Service Animals Etiquette

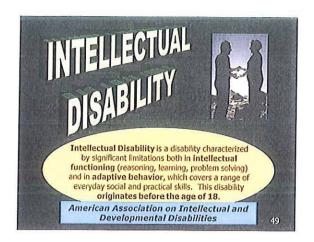
- Speak to the person first.
- Do not try to pet the Service Animal. The Service Animal is working.
- Never make noises to the Service Animal when working.
- Never try to help someone with a disability or their Assistance Animal without asking if they need help first.
- Do not feed Service Animals.

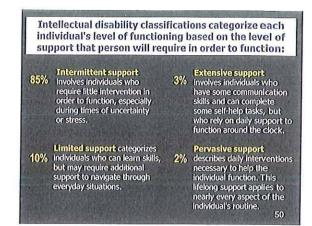
Assistance / Service Animals Etiquette and Emergency Response

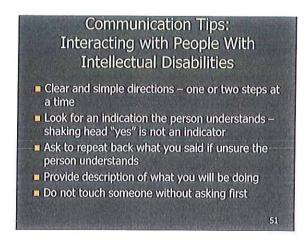
- Look for an indication that the dog is a Service Animal (i.e. harness, cape, collar, ropes on doors)
- Reassure the Service Animal that you are there to help
- Do not separate the person and the Service Animal (i.e. put animal in other room) must stay in sight of the person (okay to put on leash if needed and when taking animal with the person)

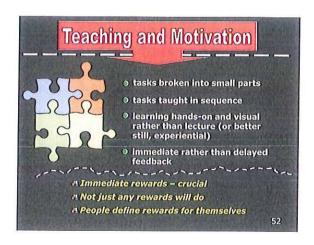
People with Intellectual **Disabilities**

8









Giving Miranda warnings when arresting someone with a cognitive disability

New England ADA Center

Use simple words

Ask person to repeat each phrase in own words

Check for understanding

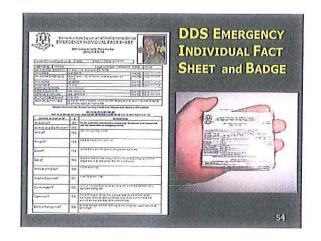
Ask person such questions as what a lawyer is and how a lawyer might help the individual

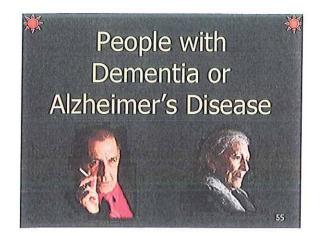
Ask person for an example of what a right is

Use simple language or pictures and symbols

Speak slowly and clearly

Ask concrete questions



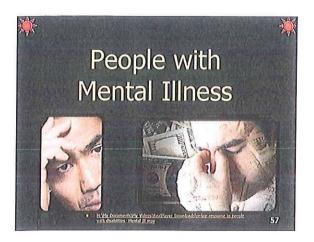


Communication Tips: Interacting with People With Dementia/Alzheimer's Disease

- Be aware of your body language
- Provide reassurance and project kindness
- Speak clearly, concisely and calmly
- Keep instructions simple
- Emphasize the most important word in your message verbally or non-verbally (e.g., point in a desired direction of movement)
- Attend to vision and/or hearing impairment

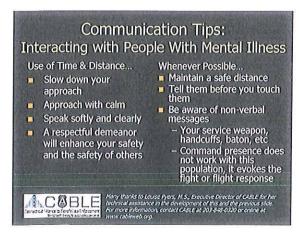
Contribution from: Kathryn S. Dean, MSSW, Center for Trauma Response, Recovery and Preparedness Department of Psychiatry, University of Connecticut Health Center

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Some Facts about Mental Illness and People with Mental Illness Mental illness is a disorder of the brain, just like diabetes is a disorder of the pancreas One-half of U.S. adults will develop at least one mental illness in their lifetime Like any crisis, disaster stress may exacerbate the symptoms of the disease of mental illness People with mental illness are no more likely to be violent than the general population are more likely to be victims of crimes those who are abusing substances can be dangerous, equal to risk factors within the general population those who are violent represent a very small fraction of people with mental illness – they are the exception, not the norm.

* Monahan J. Steadman HJ. Silver E, et al. Risk assessment: the MacArthur Study of Mental Disorder and Violence. Oxford: Oxford University Press; 2001. 58



Contact Information Mary Ann Langton, Connecticut Council on Developmental Disabilities - Phone: 860-418-6160 and Email: mary,ann,langton@ct.gov Stacie Mawson, Consultant on Deafness, Former Executive Director for the Connecticut Commission on the Deaf & Hearing Impaired - Phone: 860-478-8970 and Email: cadet(an@hotmail.com) Stephen Thal, Capitol Region Emergency Planning Committee - ESF 19 - Phone: 860-527-4466 and Email: stephenthal@sbcolobal.net Brian Rykowski, First Responder - Phone: 860-757-4056 and Email: Rykob001@hartford.cov Dennis Mitchell, Connecticut Department of Developmental Services - Phone: 860-418-6105 and Email: dennis.mitchell@ct.gov



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



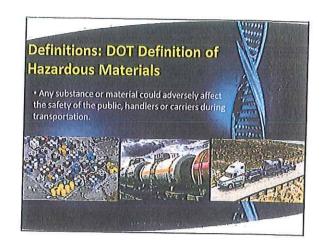
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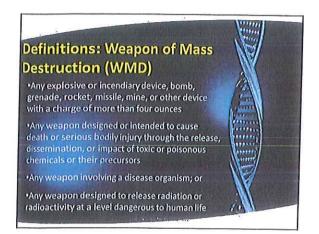
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Area			To	pic		hrs	credit	Date	** Instruct	or-Signature
622	Pers	onal Protect	tive Equipm	ent		1	1		1/0001/20	mast 1
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		**I am a curr	ently certified	d POSTC ins	structor in eac	ch of th	ne instru	ıctional areas	taught above	
		INCTOLLCTO	R NAME (PRI	NT	TOM	DUCTO	OR ID#	F	XPIRATION DA	TF
				141)	INOT	2350	JK ID#	-	2/28/2020	115
		Jonas	Riccitelli			2330			2/20/2020	
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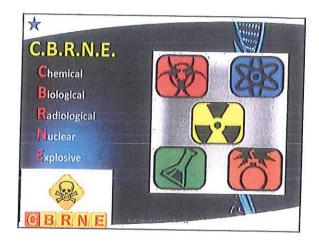
Personal Protective Equipment (PPE) [622]

1.	A is any substance or material that could adversely affect the safety of the public, handers or carriers during transportation. A. Bacteria Hazardous material C. Biohazard D. Poison
2.	Any weapon designed to release radiation or radioactivity at a level dangerous to human life, is considered a A. X- RAY Machine B. Dooms Day Device Weapon of Mass Destruction D. Infinity Gauntlet
3.	What does C.B.R.N.E stand for? C- CHEMICAL B- 310 LOGICAL R- 24 DIULOGICAL N- NJ C しるの2 E- モメアレのSIV&
4.	What are the 5 levels of Hazardous Materials Training? 1) ANDENESS 2) OFEGIUNDL 3) TECHNUM 4) SPECIALIST 5) FNC106NT COMMIN DBR
5.	Smells, Fire, Leaking Liquids, Gas clouds/Fumes, Multiple victims, Occupancy/ location, and dead animals/ vegetation, are considered WMD/ HazMat indicators. A True B. False

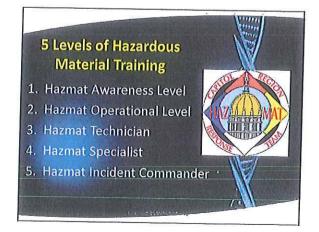


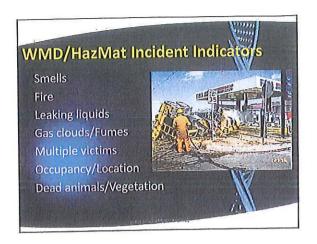


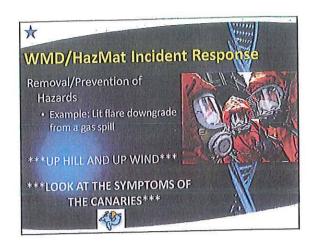


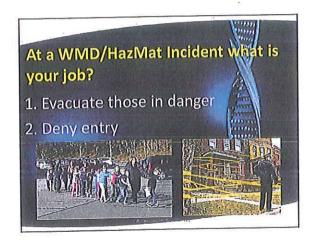


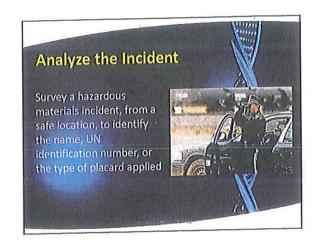


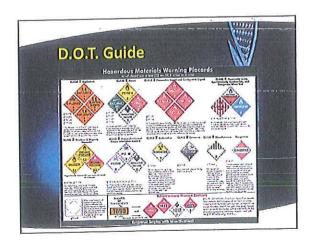


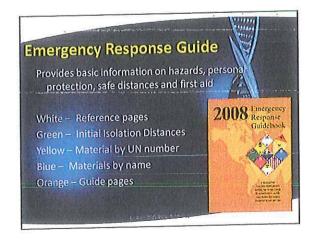


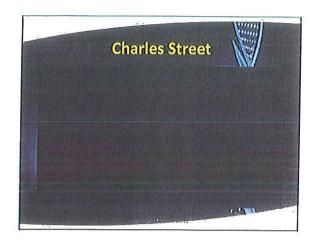


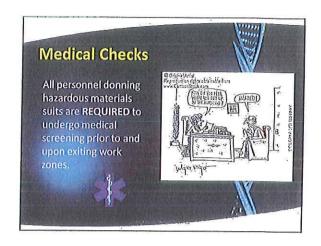








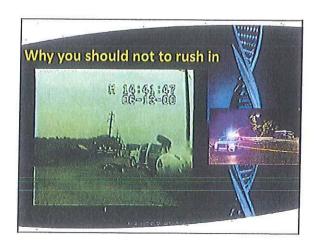


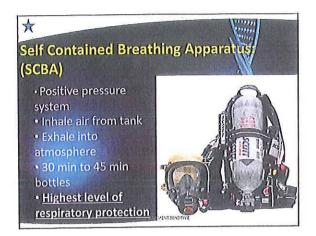


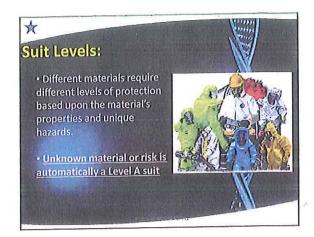


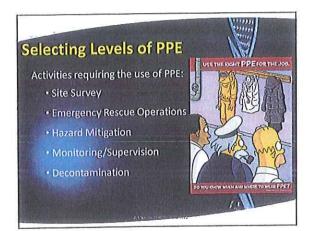


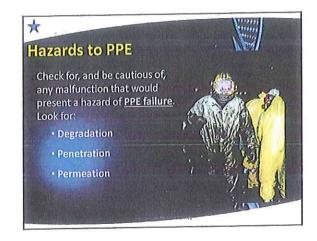


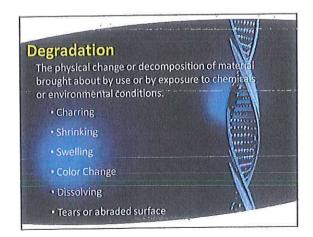


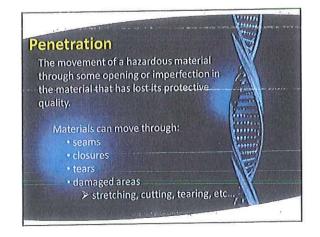


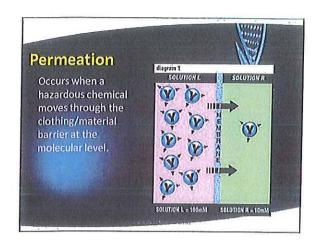


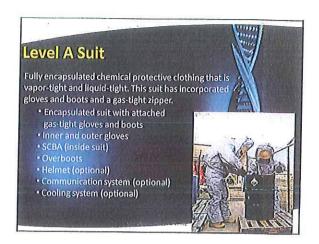






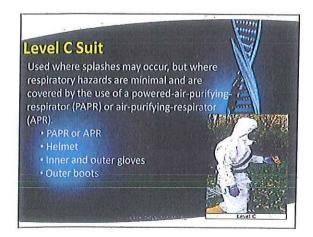


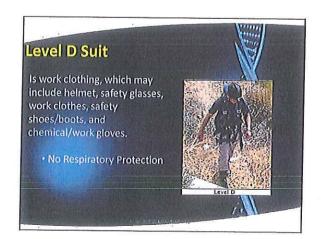








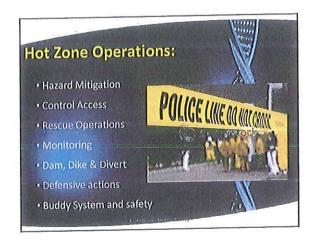


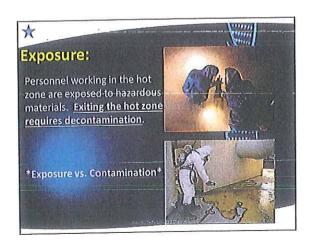


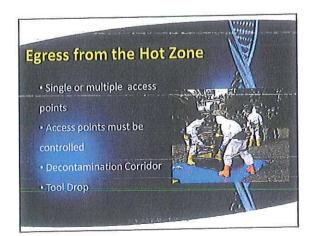


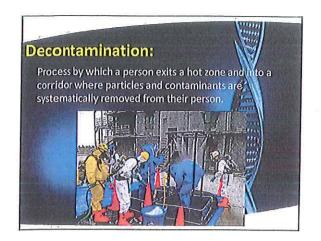




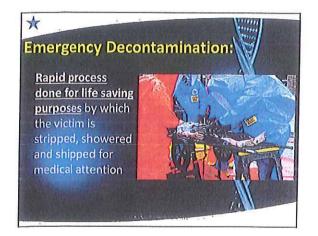


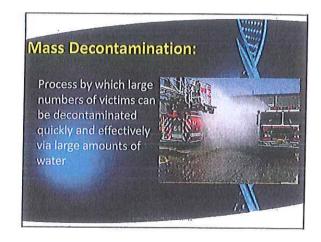


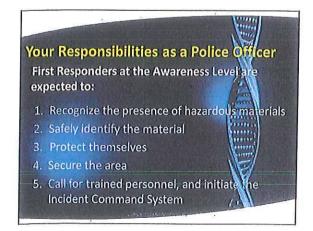




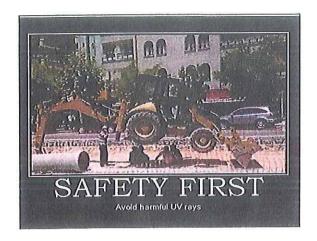






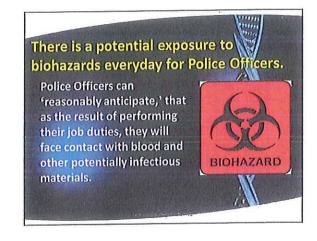




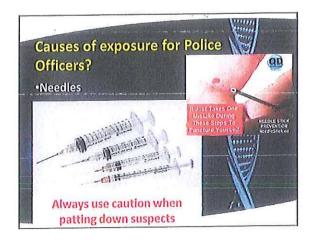


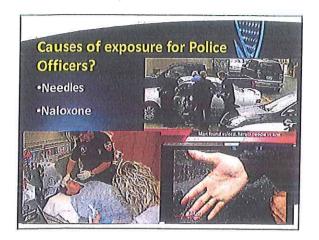


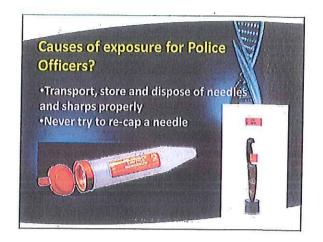


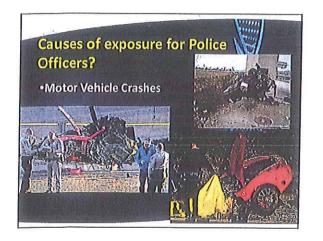


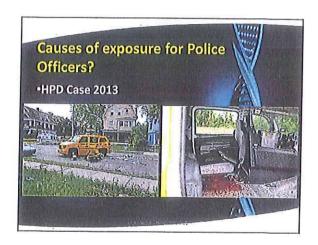


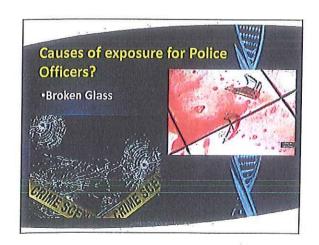


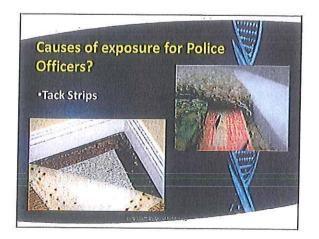


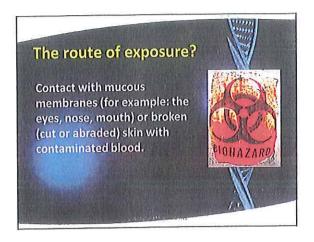






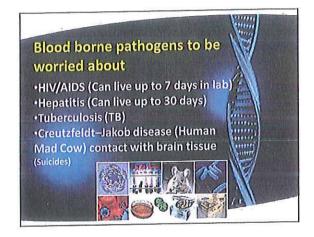


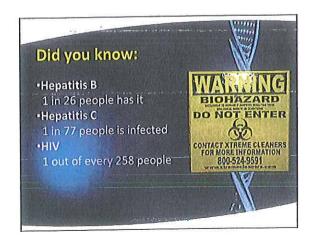


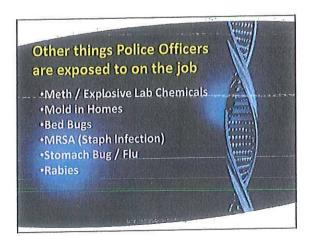




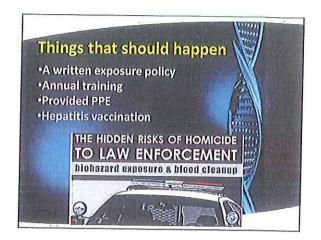




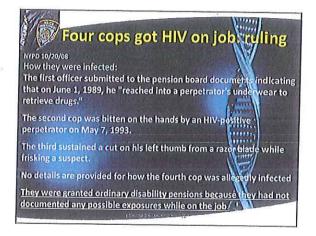














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			MA	NDATORY HO	URS =	28					
Firear	ms Rape Crisis 2	Domestic Violence 2	Human Relations 3	Handling Juveniles 1	[25] [400.000]	ce and Law 7	Patrol Procedure 2	Gang Violence 1	Bigotry or Bias Crimes 1		
Electi	ive Hours = 32. Ma	aximum numbo	er of hours in	any single area	a is 16,	except	in area 3 whi	ch is 24.			
	rms Qualification p ours of range for a					one ho	our classroor	n time on use	of force and		
	(Minimum passir	ng firearms q	ualification s	score= 80% of	a minii	num 6	0 round POS	TC approved o	course)		
	cu	RRICULUM A	AREAS (Spec	cific certification	on area	s loca	ted on back	of form)			
1 2 3	Criminal Justice Police and the L Practical Skills		4 5 6	5 Criminal Investigations 8					Supervision Management Executive		
				(ourse (
Area 624	G	To angs & Gang	pic v Violence		hrs.	credit 1	Date	** Instruct	or Signature		
024	0	iangs & Cang	Violence			•		00	Office		
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	**I am a curre	ently certified	POSTC ins	tructor in each	of the	instru	ctional areas	s taught above			
	INSTRUCTO	R NAME (PR	INT)	INST	RUCTO	R ID#		EXPIRATION D	DATE		
O'Har	e, Johnmichael				2591			01/31/2019)		
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credit h Standar	m must be maintain ours received. For a ds and Training Cou is form must be s	audit purposes uncil.	s, a copy of th	nis form <u>must b</u>	e provid	ded whe	en requested	to the Police Of	ficer		
	"I have rea	d the contents		ad attest that the Signature and		ation pr	ovided is true	and accurate."			
TRA	AINING OFFICER		DATE		OFFICI	ER REC	EIVING TRA	INING	DATE		





OFFI	CER:			DEPARTME	POST ID#						
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			MA	NDATORY HO	URS =	28					
Firear	ms Rape Crisis 2	Domestic Violence 2	Human Relations 3	Handling Juveniles 1	[25] [400.000]	ce and Law 7	Patrol Procedure 2	Gang Violence 1	Bigotry or Bias Crimes 1		
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Area 624	G	To angs & Gang	pic v Violence		hrs.	credit 1	Date	** Instruct	or Signature		
024	0	iangs & Cang	Violence			•		00	Office		
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	**I am a curre	ently certified	POSTC ins	tructor in each	of the	instru	ctional areas	s taught above			
	INSTRUCTO	R NAME (PR	INT)	INST	RUCTO	R ID#		EXPIRATION D	DATE		
O'Har	e, Johnmichael				2591			01/31/2019)		
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credit h Standar	m must be maintain ours received. For a ds and Training Cou is form must be s	audit purposes uncil.	s, a copy of th	nis form <u>must b</u>	e provid	ded whe	en requested	to the Police Of	ficer		
	"I have rea	d the contents		ad attest that the Signature and		ation pr	ovided is true	and accurate."			
TRA	AINING OFFICER		DATE		OFFICI	ER REC	EIVING TRA	INING	DATE		





OFFICER:					DEF	PARTME	NT:			POST ID#			
		(Last) (First) (MI)									***************************************		
				MA	ANDAT	ORY HO	URS =	28					
Firea	rms	Rape Crisis	Domestic	Human		andling		ice and	Patrol	Gang	Bigotry or		
			Violence	Relations		ıveniles		Law	Procedures		Bias Crime		
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Elec	tive Ho	urs = 32. Max	ximum number	r of hours ir	n any si	ngle area	is 16,	except i	in area 3 whic	ch is 24.			
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74	(Min	imum passin	g firearms qu	alification	score	80% of	a mini	mum 60	round POS	TC approved co	ourse)		
		CUF	RRICULUM AF	REAS (Spe	cific ce	ertificatio	n area	as locat	ed on back o	f form)			
1		ninal Justice		4		ın Relati			7	Supervision			
2		ce and the La	ıw	5		nal Inves		ons	8	Management			
3	Prac	tical Skills		6	Patro	l Proced	ures		9	Executive			
Area			Toul	i e		C	ourse (D-1	- 15 L Dei			
624	1	G.	Topi angs & Gang '				hrs.	credit	Date	Instructo	r Signature		
407			bstance Abus				2	1 2		A-11-			
405	Su	C. The Co. House Co. Co.	ition - Manag	THE RESERVE TO SECURITY	ntervei	ntion	1	1		17-10			
	"		inning & Accr		ille ve	Ition	1			MU			
304			nder / Bloodb		aens -		1.5	1		100	<i></i>		
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			50.9										
	*:	*l am a curre	ntly certified I	POSTC ins	tructor	in each	of the	instruc	tional areas	taught above			
		INSTRUCTO	R NAME (PRIN	VT)		INSTE	RUCTO	R ID#	I E	EXPIRATION DA	ATE		
	e, John						2591			01/31/2019			
	tsky, Ba						152	7					
Morris	son, Jeff	rey					2829	•		08/31/2017			
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			the contents of	this form ar	nd attesi		nforma						
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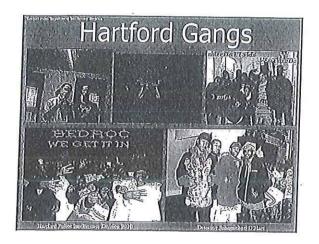
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					MA	ANDATORY H	OURS =	28			
1	Fiream	ns	Rape Crisis	Domestic	Human	Handling		ice and	Patrol	Gang	Bigotry or
			ACCORDING TO SECURIOR	Violence	Relations	Juveniles		Law	Procedures		Bias Crime
	8)	2	2	3	1		7	2	1	1
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	two h	ours o	f range for a	total of 9 hou	rs in the th	ree year perio	od)	one no	our classroon	n time on use	of force and
	in .	(Mini	mum passing	g firearms qu	alification	score= 80% o	f a mini	mum 6	0 round POS	TC approved o	course)
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	1	Crim	inal Justice	Svstem	4	Human Relat	ions		7	Supervision	
	2		e and the La		5	Criminal Inve		ons	8	Management	Y.
	3		tical Skills		6	Patrol Proce			9	Executive	
							Course (Course			
Ar	ea			Торі	ic			credit	Date	** Instruct	or Signature
	624		Ga	ings & Gang			1	1		1360	
	407			bstance Abus			2	2		6	
	405	Su	icide Recoan	ition – Manag	gement & li	ntervention	1	1		12.10	7
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		**	¹l am a currer	ntly certified	POSTC ins	tructor in eac	h of the	instru	ctional areas	taught above	
ſ		-	INSTRUCTOR	R NAME (PRII	NT)	INST	RUCTO	R ID#		EXPIRATION D	ATE
-	O'Hare	, John	michael				2591			01/31/2019)
	Skolets	sky, Ba	rry _		-		152	7			
	Morriso	on, Jeff	rey 🕏				2829			08/31/2017	
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CI	edit ho	ours rec		ıdit purposes,						umentation of ro o the Police Of	
			•		h the offic	cer receiving	trainir	ig and	the departn	nents training	g officer
Γ			"I have read	the contents of		nd attest that the Signature and		ation pr	ovided is true a	nd accurate."	
	TRA	INING	OFFICER		DATE		OFFICE	ER REC	EIVING TRAI	NING	DATE





FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

OFFIC	ER: (Last)	(First)	(MI) DE	PARTMEN	T: _I	Hartford		POS	T ID#	
Firea	rms Qualification		ach 3 hour						ı time	and two
Mini	mum passing firea	rms qualification ร	score= 80%	(240/300)	of a n	ninimum	60 round P	OSTC app	proved	course
Area		Topic		(Course hrs	Course	Date	** !	atuu aha	u Claus atuva
624	Gan	gs & Gang Vid	olence		1	1	Date	20	Structur	r Signature
									0	
								-		
Handg	un Qualification Sc	ore	Re	medial Tra	ining	Require	d: Yes		No	z z
Witnes				(Only requir	ed if o	officer red	ceiving trainin	ng is a Fire	arms In	structor)
	**I am a curr	ently certified POS	STC instruc	tor in each	of th	e instruc	ctional areas	s taught a	bove	
Erio I	INSTRUCTO .emke	R NAME (PRINT)		INSTR	JCTC 3684	R ID#	1/31/2019	(PIRATIO	N DATI	Ē
EHC L	.emke	*			7004		110 1120 10			
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redit hou and Trair	n must be maintained urs received. For aud ning Council. is form must be s	dit purposes, a copy	of this form	n <u>must be pr</u>	ovide	<u>d</u> when r	requested to	the Police	Officer	· Standards
of my with the notice	read and signed the knowledge. I under the intent to mislead is punishable by law Misdemeanor.	rstand that intenti I a public servant i	onally mak n the perfor	ing a false rmance of t	writte heir e	en staten official f	nent that I d unctions on	o not beli a form be	eve to learing t	be true this
Trainin	g Officer's Signature]	Date	Off	icer R	eceiving T	Training Signa	ture	J	Date
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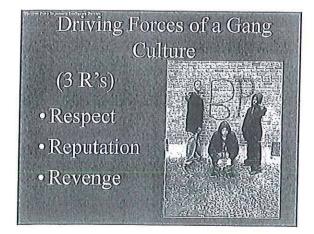


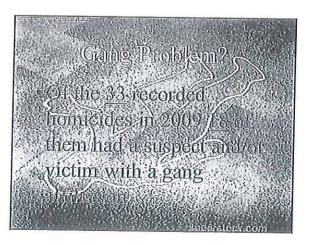
Gang Defined: • A gang is a group of three or more persons who have a common identifying sign, symbol, or name who individually or collectively engage in or have engaged in, criminal activity which creates and atmosphere of fear and intimidation. Criminal activity includes juvenile acts that if committed by an adult would be a crime.

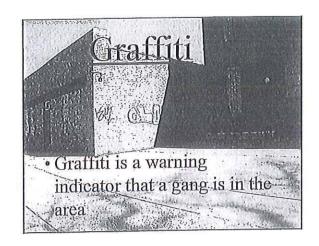
Membership

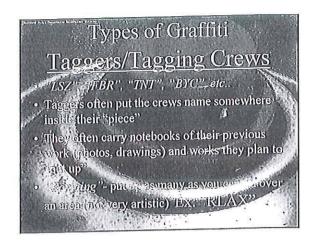
- As of 7/1/09 there were over 139 identified Gangs in the city of Hartford
- Membership was close to 3400 identified members
- Gangs range from National Gangs: Bloods, Latin Kings, Solidos; to local street gangs; The Ave, Bed-Roc, C.O.T., Orange Street Killas
- Majority of gang members range in age from 13-17 years old

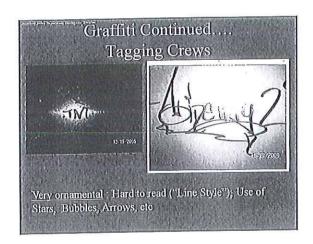
Why Join a Gang? **Notice of National District of

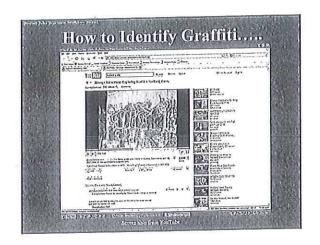


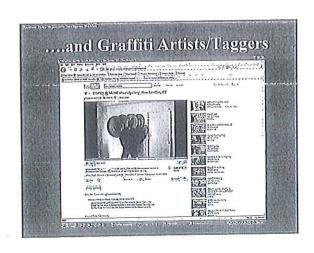




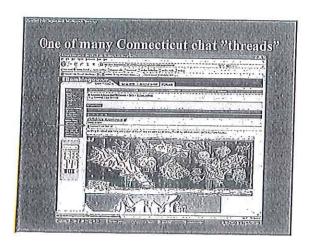




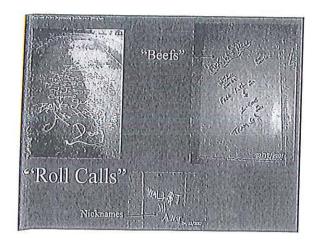


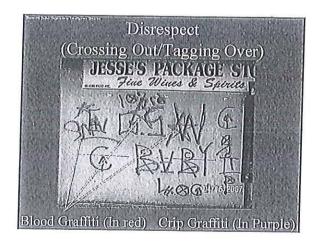




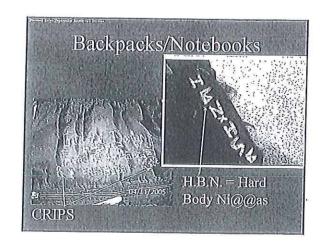


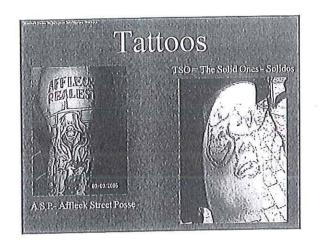


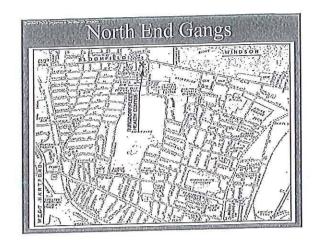




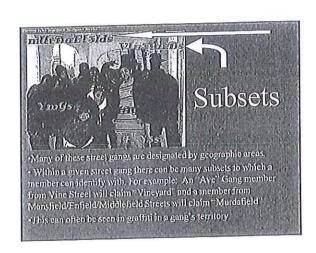




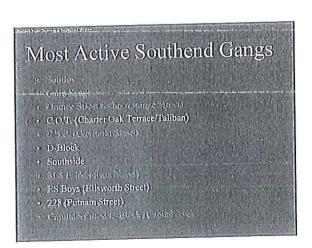




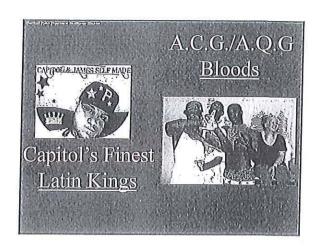


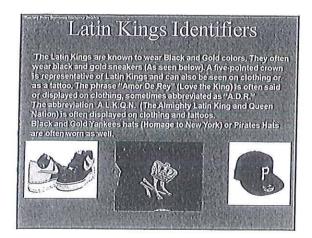


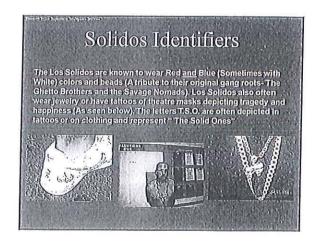


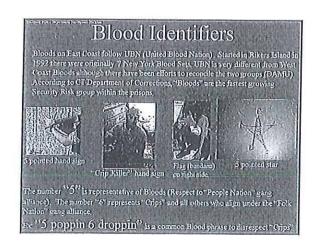


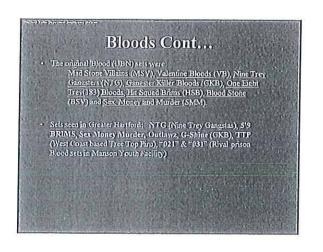
National Gang Affiliations Many street gangs have affiliations to larger gangs • Capitol's Finest — Latin Kings • Orange Street Killas- Bloods • A.C.G./A.Q.G. - Bloods

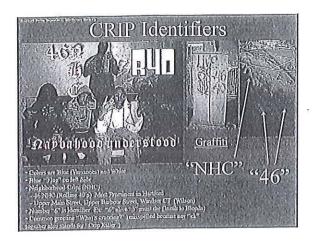


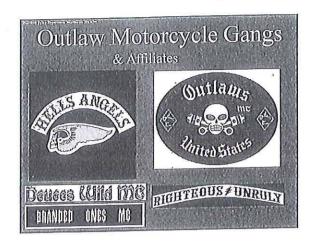




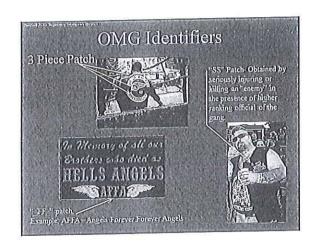






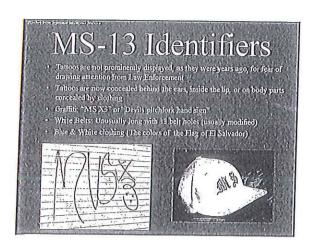


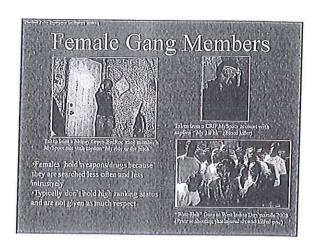


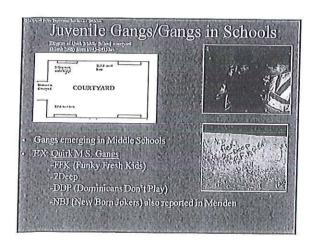


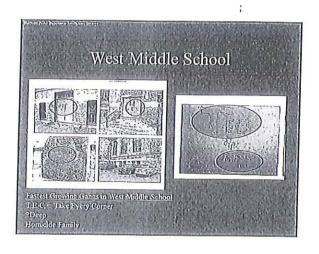


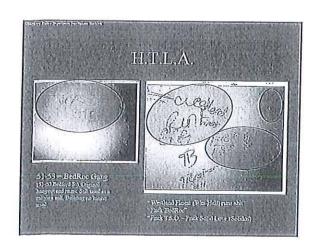


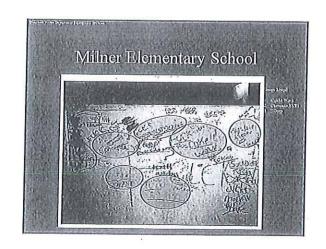


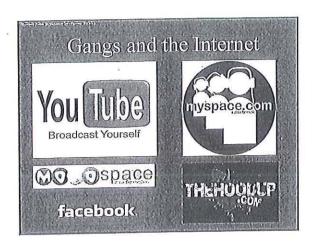


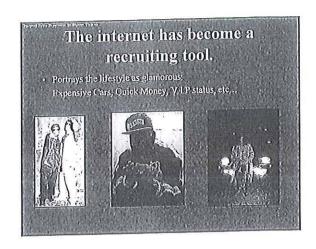




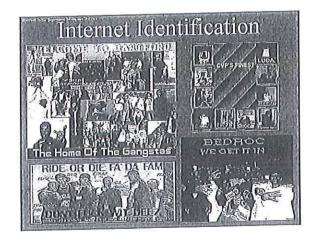


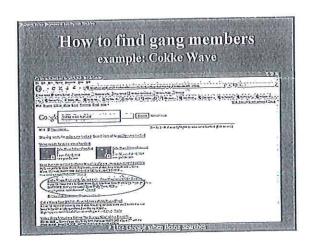


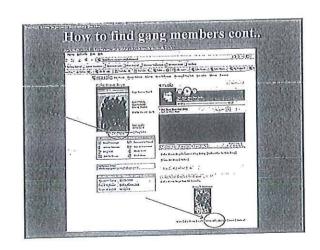


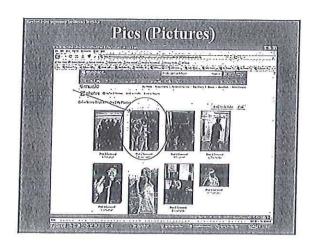


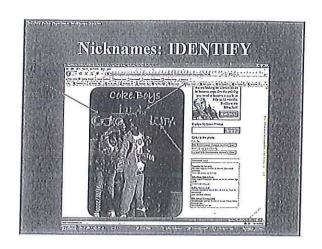






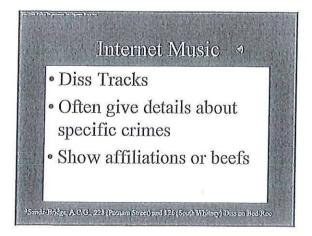


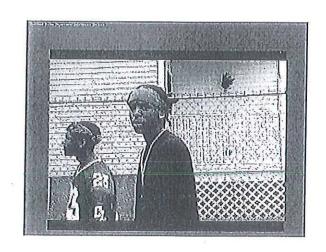






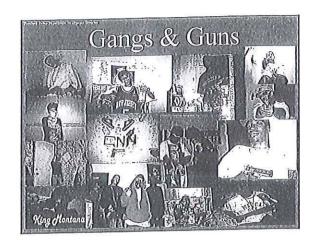






Gang Trends

- Most street gangs lack the pyramid structure of traditional gangs.
- Many will have older members/founding members who will retain most credibility and can influence younger members.
- Shared profits are rare amongst today's street gangs but they will help to "put on" a fellow member by supplying guns/drugs.



449 Guns recovered from the streets of Hartford in 2009

Attention to Detail

- Pay close attention to clothing, backpacks, notebooks, tattoos, wall hangings and area graffiti.
- Document details that may indicate suspected gang activity
- Crimes: Retaliation, prior history of victim/suspects, etc)

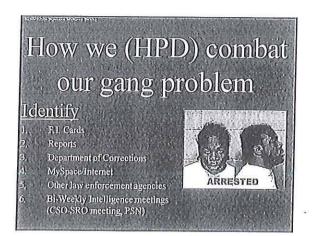
Ask Gang Specific Questions

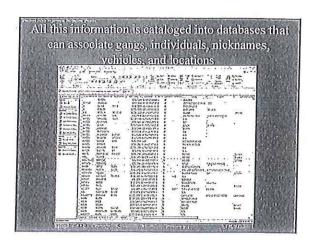
 Many will deny any gang affiliation due to restrictions imposed inside the Department of Corrections if they are classified.

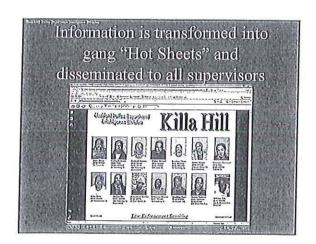


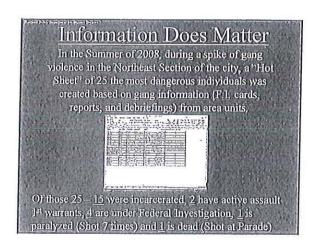
....Some are more than willing to prove it

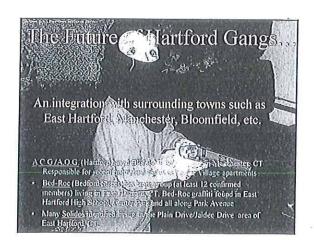
Photos taken by H.P.D. Community Services Officer August 2008 at 453 Albany Avenue

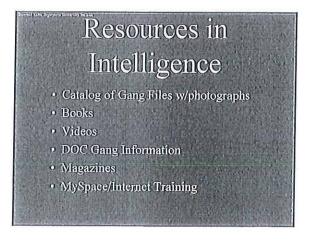




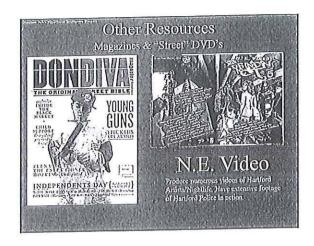


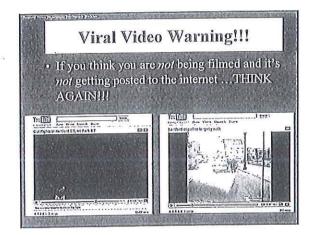


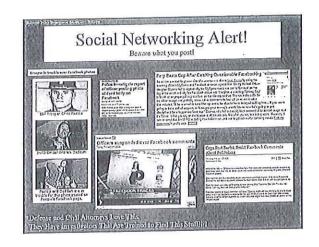


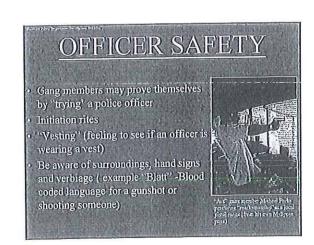


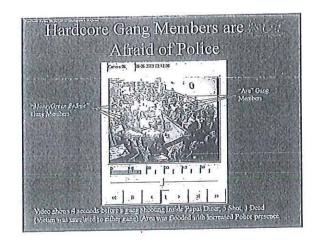












Lt. Luis Rodriguez
Sgt. Mack Hawkins
T57-4214
Det, Rich Medina
T57-4213
Det. William Rivera
T57-4217
Det. Johnmichael O'Hare
T57-4304

Training

The Questions for CT Gang Perspective

- What is Connecticut's largest gang?

 a. Bloods
 b. Latin Kings
 c. Crips
 d. Mafia

 All teens and young adults that wear gang color are gang members.

 a. True
 b. False

 Which gang uses the term "Amor De Rey"

 a. Aryan Brotherhood
 - b. 18th Street
 - c. Latin Kings
 - d. Crips
- 4. What gang is considered to be the ones who started gangs in CT?
 - a. Russian Mob
 - b. The Ave
 - c. Crips
 - d. 20 Love
- 5. Where would 2 gangs affiliate with the People Nation in Connecticut?
 - a. Bloods and Latin Kings
 - b. Crips and Los Solidos
 - c. Hells Angels and MS 13
 - d. None of the above
- 6. The Los Solidos are found in what major Connecticut City?
 - a. New Haven
 - b. Waterbury
 - c. Avon
 - d. Hartford
- 7. What gang represents with the color blue, crosses out the letter "B" in their writing and affiliates with the Folk Nation?
 - a. Hell's Angels
 - b. Crips

	d.	None of the above
8.	What	is the new white supremacist trend emerging in Connecticut?
	a.	Allowing non-white members
	b.	Hiding their beliefs behind a religion
	C.	White collar crime
	d.	Holding peaceful marches
9.	What	is a useful investigative tool for intelligence gathering?
	a.	Twitter
	b.	Instagram
	C.	Facebook
	d.	All of the above
10	. Wha	t makes up a traditional gang?
	a.	By laws
	b.	Charter
		Hierarchy
11	. Outla	aw Motorcycle Gangs wear a three piece patch on their vests.
	a.	True
		False
12		collaboration with law enforcement agencies and the Department of
	Corre	ction is a vital key to intelligence gathering and sharing.
	a.	True
		False
13	. Socia	l Media does NOT play a big part of collaborating information in
	ident	ifying gang members.
	a.	True
		False
14	. Gang	members use the following to show their gang membership.

15. The Crips and the Gangster Disciples are part of the Folk Nation.

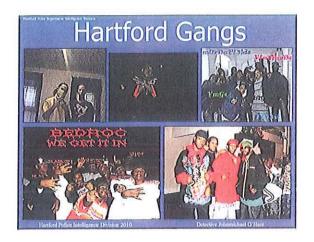
c. Dip Set

a. Colorsb. Tattoos

a. Trueb. False

c. Social Media

d. All of the above



Gang Defined:

 A gang is a group of three or more persons who have a common identifying sign, symbol, or name who individually or collectively engage in or have engaged in, criminal activity which creates and atmosphere of fear and intimidation. Criminal activity includes juvenile acts that if committed by an adult would be a crime.

Membership

- As of 7/1/09 there were over 139 identified Gangs in the city of Hartford
- Membership was close to 3400 identified members
- Gangs range from National Gangs: Bloods Latin Kings, Solidos; to local street gangs: The Ave, Bed-Roc, C.O.T., Orange Street Killas
- Majority of gang members range in age from 13-17 years old

Why Join a Gang?



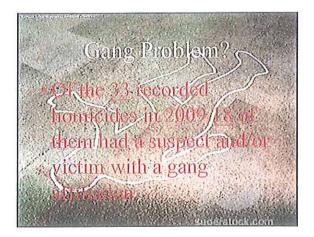
- · Recognition "Street Cred"
- · Sense of Family (Belonging)
- Protection/Fear
- Camaraderie/Geography

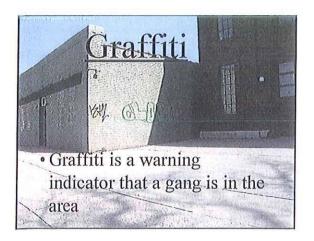
Driving Forces of a Gang Culture

(3 R's)

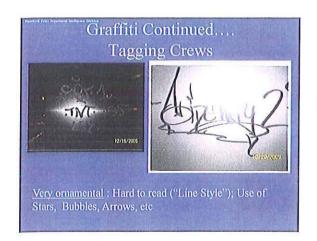
- Respect
- Reputation
- Revenge

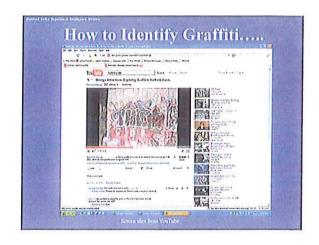




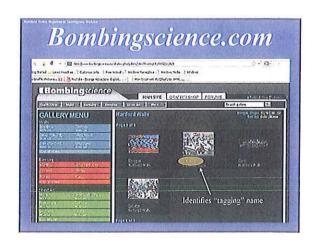


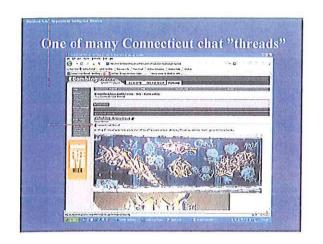


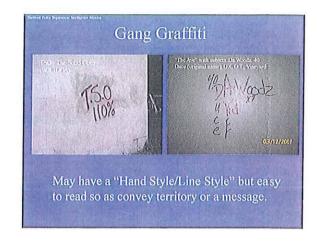


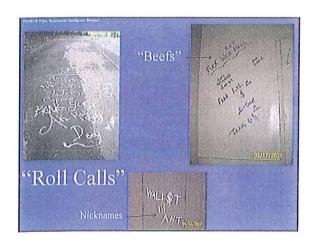




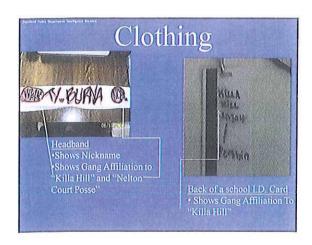


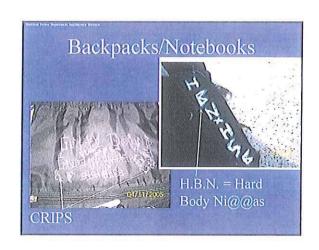


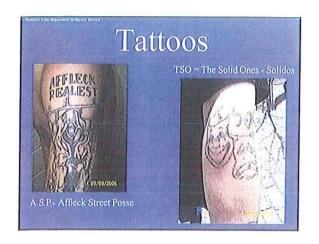


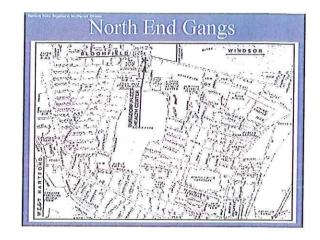




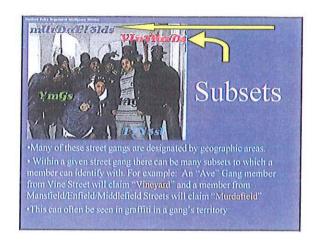


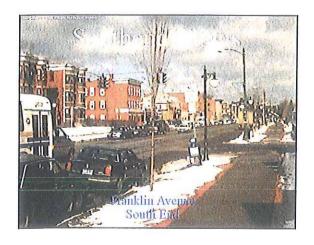


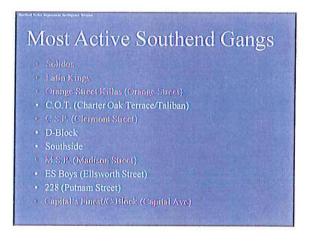






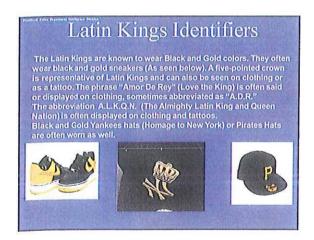


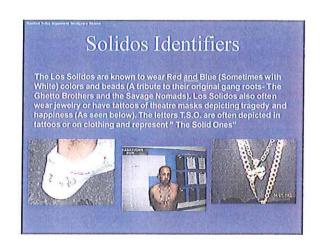


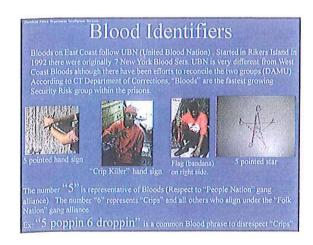


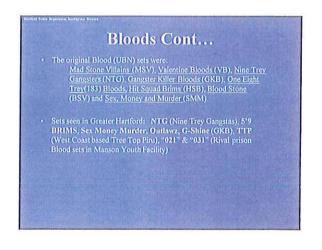
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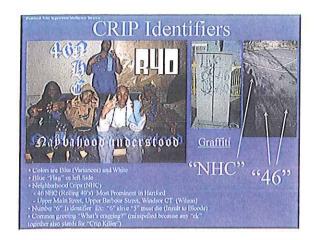




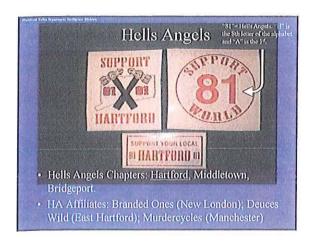








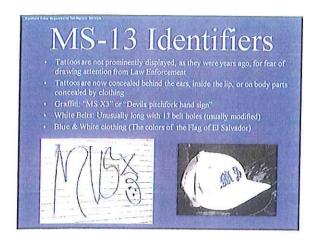


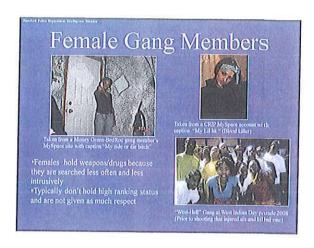


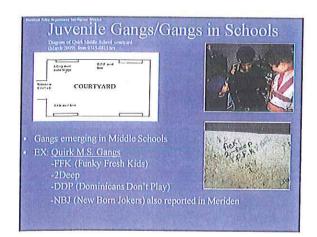






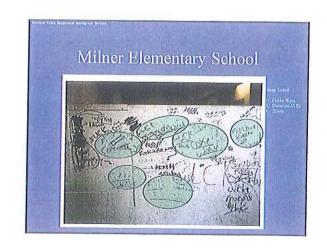


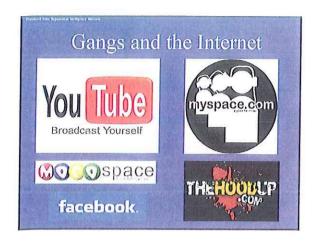


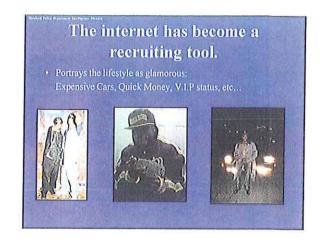




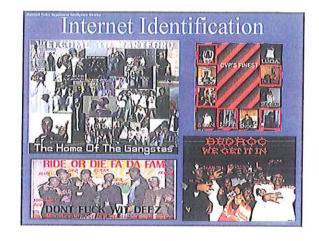


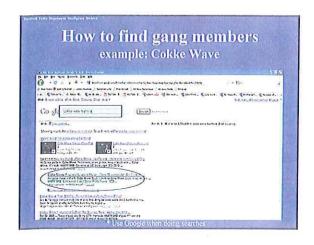


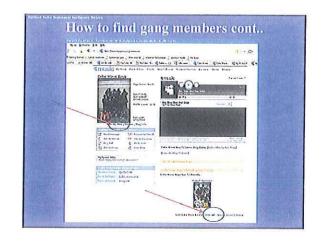


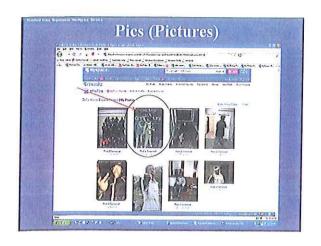


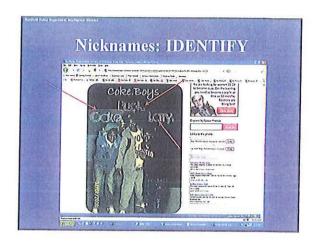














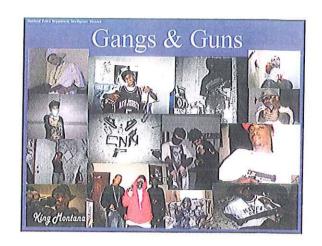


Internet Music • Diss Tracks • Often give details about specific crimes • Show affiliations or beefs • Show affiliations or beefs



Gang Trends

- Most street gangs lack the pyramid structure of traditional gangs.
- Many will have older members/founding members who will retain most credibility and can influence younger members.
- Shared profits are rare amongst today's street gangs but they will help to "put on"; fellow member by supplying guns/drugs.

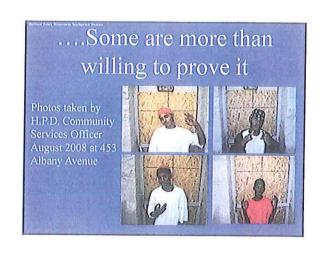


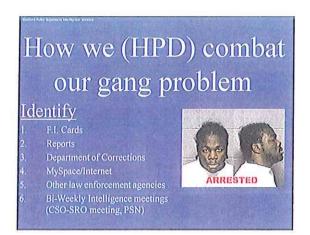
449 Guns recovered from the streets of Hartford in 2009

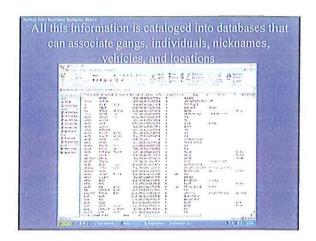
Attention to Detail

- Pay close attention to clothing, backpacks, notebooks, tattoos, wall hangings and area graffiti.
- Document details that may indicate suspected gang activity
- Crimes: Retaliation, prior history of victim/suspects, etc)

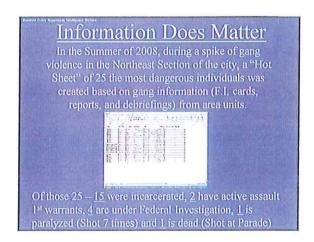
Ask Gang Specific Questions Many will deny any gang affiliation due to restrictions imposed inside the Department of Corrections if they are classified. But......

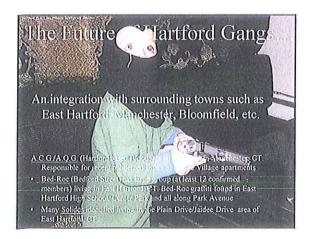


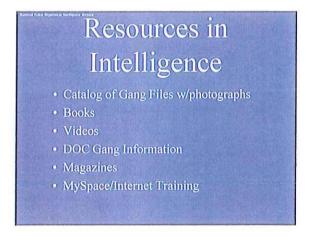






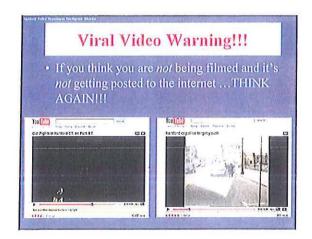






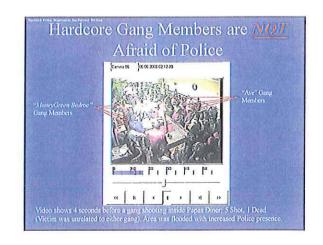












Lt. Luis Rodriguez
Sgt. Mack Hawkins
Det. Rich Medina
Det. William Rivera
Det. Johnmichael O'Hare

757-4217
Det. Johnmichael O'Hare

Test Questions for CT Gang Perspective

1. What is Connecticut's largest gang?

a. <u>Bloods</u>

c. Crips

b. Latin Kings

	d. Mafia
2.	All teens and young adults that wear gang colors are gang members.
	a. True
	b. <u>False</u>
٠	
3.	Which gang uses the term "Amor De Rey"?
	a. Aryan Brotherhood
	b. 18 th Street
	c. <u>Latin Kings</u>
	d. Crips
4.	What gang is considered to be the ones who started gangs in CT?
	a. Russian Mob
	b. The Ave
	c. Crips
	d. 20 Love
5.	Where would 2 gangs affiliate with the People Nation in Connecticut?
	a. <u>Bloods and Latin Kings</u>
	b. Crips and Los Solidos
	c. Hells Angels and MS 13
	d. None of the above

6.	The Los Solidos are found in what major Connecticut City? a. New Haven b. Waterbury c. Avon
	d. <u>Hartford</u>
7.	What gang represents with the color blue, crosses out the letter "B" in their writing and affiliates with the Folk Nation? a. Hell's Angels b. <u>Crips</u> c. Dip Set d. None of the above
8.	What is the new white supremacist trend emerging in Connecticut?
	a. Allowing non-white members
	b. Hiding their beliefs behind a religion
	c. White collar crime
	d. Holding peaceful marches
	What is a useful investigative tool for intelligence gathering? a. Twitter
	b. Instagram
	c. Facebook
	d. <u>All of the above</u>

10. What makes up a traditional gang?

a. By Lawsb. Charter

c. Hierarchy

d. All of the above

- 11. Outlaw Motorcycle Gangs wear a three piece patch on their vests. a. True b. False 12. The collaboration with law enforcement agencies and the Department of
- Correction is a vital key to intelligence gathering and sharing.
 - a. True
 - b. False
- 13. Social Media does NOT play a big part of collaborating information in identifying gang members.
 - a. True
 - b. False
- 14. Gang members use the following to show their gang membership.
 - a. Colors
 - b. Tattoos
 - c. Social Media
 - d. All of the Above
- 15. The Crips and the Gangster Disciples are part of the Folk Nation.
 - a. True
 - b. False

The Questions for CT Gang Perspective

- 1. What is Connecticut's largest gang?
 - a. Bloods
 - b. Latin Kings
 - c. Crips
 - d. Mafia
- 2. All teens and young adults that wear gang color are gang members.
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 - c. Avon
 - d. Hartford
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 - a. Hell's Angels
 - b. Crips

	C.	Dip Set
	d.	None of the above
8.	What	is the new white supremacist trend emerging in Connecticut?
	a.	Allowing non-white members
	b.	Hiding their beliefs behind a religion
	C.	White collar crime
	d.	Holding peaceful marches

- 9. What is a useful investigative tool for intelligence gathering?
 - a. Twitter
 - b. Instagram
 - c. Facebook
 - d. All of the above
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 - a. By laws
 - b. Charter
 - c. Hierarchy
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 - c. Social Media
 - d. All of the above
- 15. The Crips and the Gangster Disciples are part of the Folk Nation.
 - a. True
 - b. False



POSTC-50-B

STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL FIREARMS REVIEW TRAINING CREDIT REPORT



Rev. 05/2017

FOR USE BY POSTC CERTIFIED FIREARMS INSTRUCTORS

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Missing Persons [625]

1.	List the three types of missing person.
	1
	2
	3
2.	Regardless of age, a missing person is when missing under circumstances in which the individual is in danger of serious physical injury or death.
	A. Lost
	B. In danger
	C. At risk
	D. In jeopardy
3.	earthquake, flood, fire, terrorist act, etc.)
	A. True
	B. False
4.	The goal of an AMBER ALERT is to instantly galvanize the entire community to assist in the
	search for and safe recovery of the child.
	A. True B. False
	D. raise
5.	List the three criteria for an AMBER ALERT.
	1
	2
	3
6.	List the three criteria for a Silver Alert 1
	2.
	3.

	B. False	
	Choose the correct Missing Person category for questions 8-9	
8.	A 15 year old, who was angry about their parent's strict rules, is reported missing after leaving home without telling the parents. A. Stranger abduction B. Lost C. Catastrophe D. Runaway	
9.	 A 10 year old is reported missing when the child fails to come home from school and a neighbor reports seeing the child being physically forced into a van by an unknown individual. A. Stranger abduction B. Lost C. Catastrophe D. Runaway 	(
10	According to HPD General Order 7-50, a Missing Person Data Sheet must be completed and a separate case number should be used for each missing person.	

7. Being a missing person is a crime.

A. True

A. TrueB. False

6. List the three criteria for a Silver Alert

3. Any person 65 or older

1. Every person who is under the age of 18

Missing Persons [625]

1.	List the	e three types of missing person.
	1.	Juvenile
	2.	Involuntary/ Suspicious
	3.	Mental/ Physical Disability
2.	Regard	lless of age, a missing person is when missing under circumstances in which the
	individ	ual is in danger of serious physical injury or death.
		Lost
	В.	In danger
	C.	At risk
	D.	In jeopardy
		Sary Ames Issues on A
3.	A Catas	trophic missing person is a possible victim of disaster. (i.e., boating accident, plane crash,
		plake, flood, fire, terrorist act, etc.)
		True
		False
4.	The goa	l of an AMBER ALERT is to instantly galvanize the entire community to assist in the
S/80		or and safe recovery of the child.
		True
		False
	D.	Tuise
5.	List the	three criteria for an AMBER ALERT.
٠.		
		Under the age of 18 or of proven mental or physical disability
		Belief the missing child is in imminent danger of bodily injury or death
	3.	Must have enough information to believe a broadcast will help

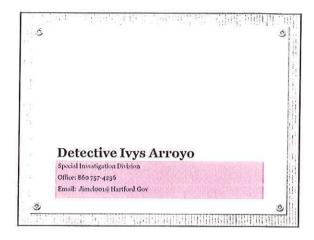
2. Adults 18-64 or older, whom have mental impairment or medical condition

	B.	False False	
		Choose the correct Missing Person category for questions 8-9	
8.	A 15 ye	ear old, who was angry about their parent's strict rules, is reported missing after leaving	
		without telling the parents.	
	A.	Stranger abduction	
	В.	Lost	
	C.	Catastrophe	
	D.	Runaway	
	100 8000	the state of the state of the same home from school and a neighbor	
9.	A 10 ye	ear old is reported missing when the child fails to come home from school and a neighbor	
	11.5	s seeing the child being physically forced into a van by an unknown individual.	
		Stranger abduction Lost	
		Catastrophe	
		Runaway	,
	D.	Nunaway	4
10	Accord	ling to HPD General Order 7-50, a Missing Person Data Sheet must be completed and a	
		te case number should be used for each missing person.	
	2	True	
	В.	False	

7. Being a missing person is a crime.

A. True





Goal

* This course will emphasize the importance of missing person cases, the stress and distress that such cases cause the missing person's family, as well as proper investigative techniques.

* Missing Person

* Any person who is reported missing to a law enforcement unit until the person is located or determined to be a voluntarily missing adult. It also includes any child who is missing voluntarily or involuntarily, or under circumstances not conforming to his or her ordinary habits or behavior and who may be in need of assistance per CGS Section 46b-120.

Definitions:

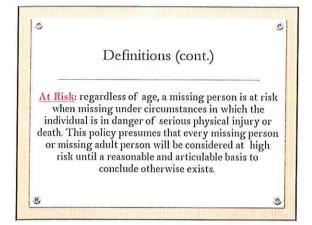
Adult Missing Person: a missing individual who has attained the age of 18 years.

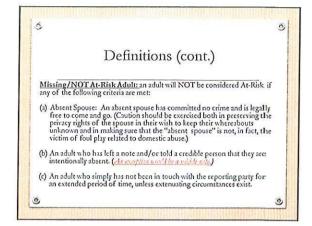
Missing Child: any person who is under the age of eighteen years, whose temporary or permanent residence is in Connecticut or is believed to be in Connecticut, whose location has not been determined, and who has been reported as missing to a law enforcement agency CGS-29-1e(b)(1).

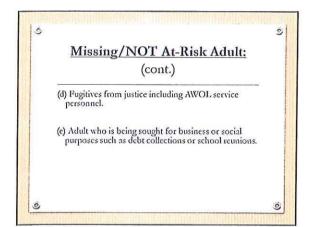
Definitions (cont.)

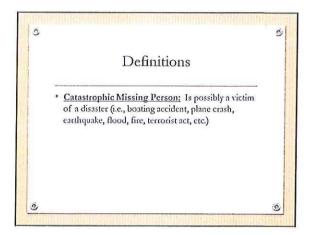
* Missing Child Report: a report prepared on a form designated by the Department of Public Safety for the use by private citizens and law enforcement agencies to report missing children information to the Missing Children Information Cleaninghouse.

CGS Sec 29-1c.









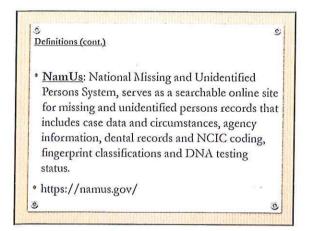
Definitions(cont.)

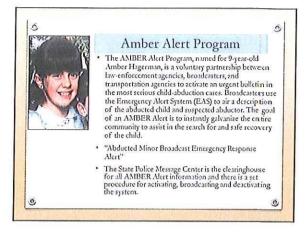
* Family with Service Needs (FWSN): A family with a person under 18 years of age who (a) Has runaway without just cause, (b) Is beyond the control of parents/guardian (c) Has engaged in indecent or immoral conduct, (d) is truant or habitual truant or who, while in school, is overrly defiant of school rules and regulation or (e) 13 years of age or older and engaged in sexual intercourse with another person and such person is 13 yr old or older but not more than two years younger or older. CGS 46b-120(3).

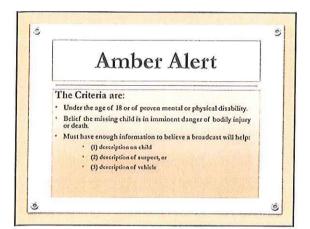
Definitions (cont.)

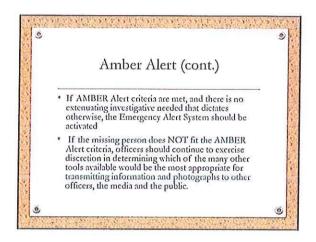
* NCIC: The National Crime information Center. A nationwide, on-line computer telecommunications system that is maintained by the FBI.

* NCIC Number: The National Crime Information Center (NCIC) Number. A computer generated number automatically assigned by NCIC to each accepted record usully noted on the reporting agency's Missing Person Report.



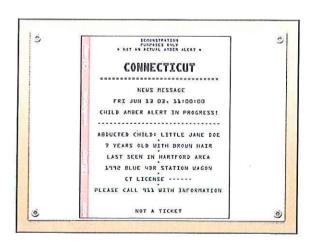


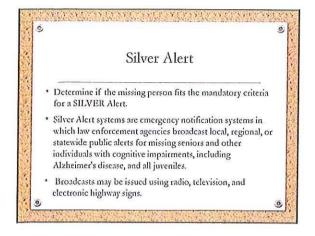




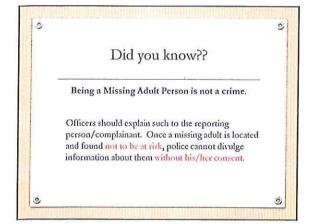
During an Amber Alert the
CT Lottery Will

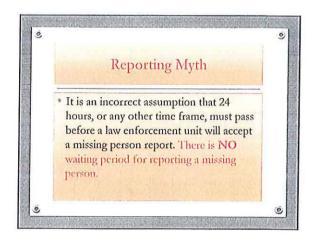
Send an immediate text message to 2,800
Lottery retailers statewide.
Retailers will print and post copies of the Alert message in their store.
The Alert message will be re-broadcast to retailers every half-hour for the first ninety minutes.
The Alert information will also be displayed on 300 Lottery Electronic Message Units statewide.

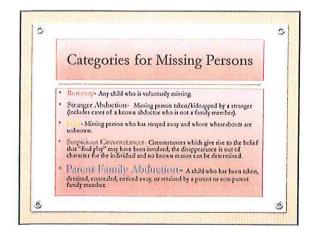




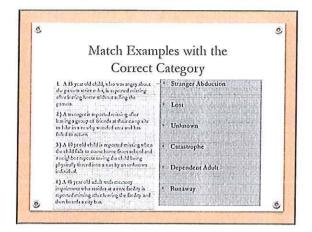


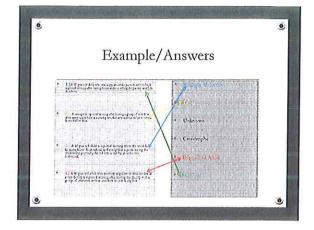




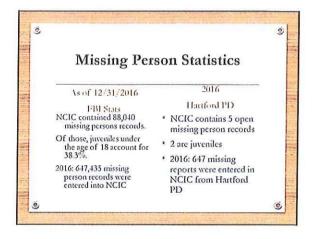


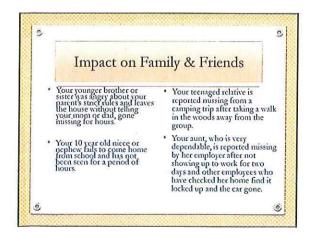












What emotions would you feel for your loved one?

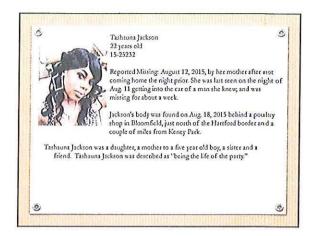
How would you feel if the investigating police officer did not display concern over your fears?

What if the officer took minimal information and exited, spending minimal time at your complaint?

Now imagine this:

What if the dispatcher told you, you had to wait for 24 hours to make a report to the police?

How would you feel if the investigating officer did not return your follow-up phone calls in a timely manner?



Importance of Missing Person Cases

Police Officers have a legal and, more important, moral duty to thoroughly investigate these cases.

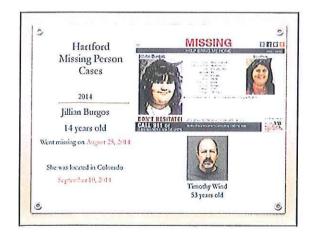
A poor investigation can potentially destroy a family as well as tarnish the image of the online agency for the inferior effort of one officer.

A thorough investigation may save a life or give closure to a grieving family.

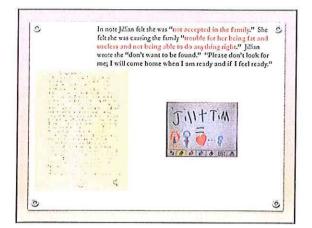
Importance (cont.)

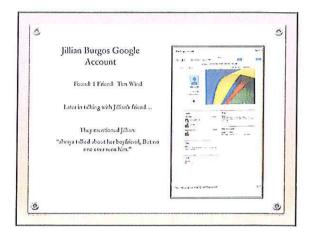
Continuous communication with the family and suppression of reporting myths are important.

At any moment a Missing Person case can turn into a state wide or national event.









Who is TIM?

TIM WIND or REAL Name Timothy Fitzsimmons (before the name change)
A divorce man with 2 daughters, and a full time job for IBM in Boulder, CO
Tim Wind lived at 4 Birch CT, Longmont, Colorado
Tim Wind lived at 1998 white Chevrolet Van
Tim Wind had a Google account
Tim Wind had a Facebook account
Tim Wind had a Facebook account
Tim Wind had a recount TimWind com: This account Tim talks about his
"life" but also observed a countdown clock to the end of the world date being
Feb 28, 2015, (later learned that was the original date he was suppose to get
Jillian Burgos).

Later Revealed.

Jillian met Tim Wind through a Disney Pixie Hollow game when she was 12.
FBI Contacted and observed in computer:
Jillian and Tim were sending each other nude pictures of each other

Tim Wind was sentence for 70 years to life in the kidnapping case

Tim Wind drove 1877 miles one way, 6 days to pick up Jillian Burgos. Tim Wind drove in a 1998 white Chevrolet Venture van with a mattress in the back.

FBI made contact with Longmont Police Department and gave then the address of TIM Wind.

Jillian answered the door.

Three Types of Missing Persons

"Juvenile; Under the age of 18 (see definition CGS
291e(b)(1). Includes the following:

Runxway from parental discipline

Stranger Abduction

Lost

Suspicious Circumstances

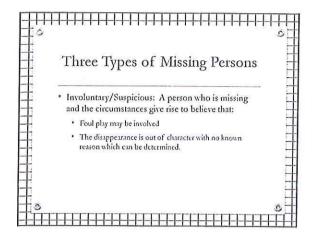
Parent/Family Abduction.

Three Type of Missing Persons

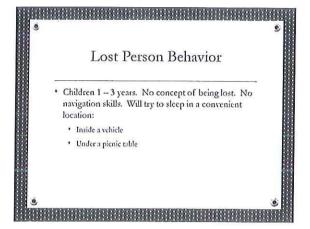
• Mental/Physical Disability: A person who has physical and mental limitations, which restrict their abilities to carry out normal functions

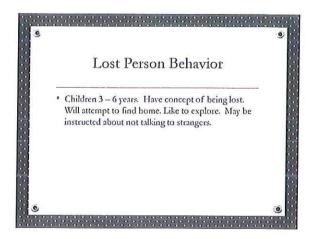
• Example:

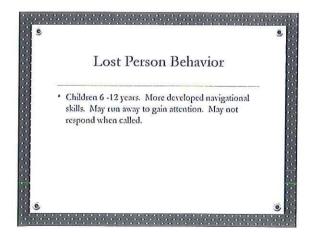
• Alzheimee's patient

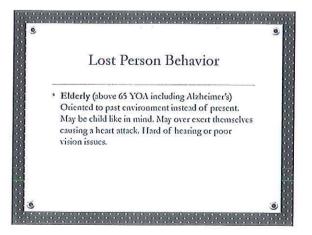


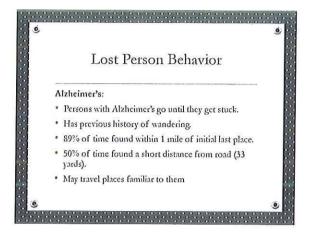


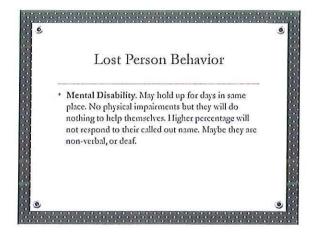


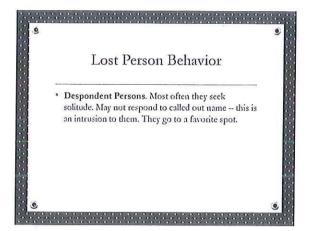


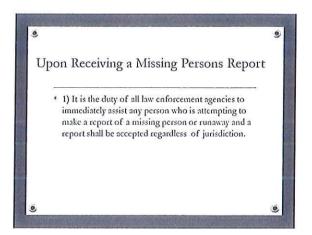


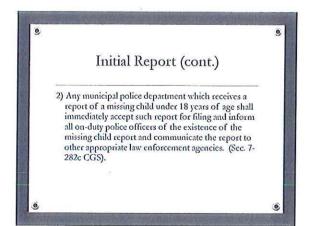


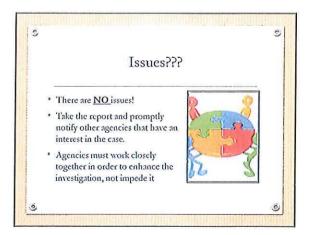


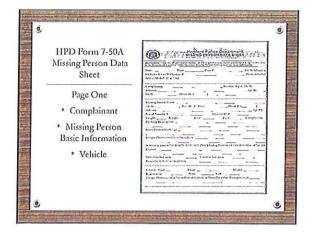


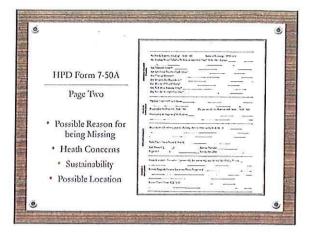


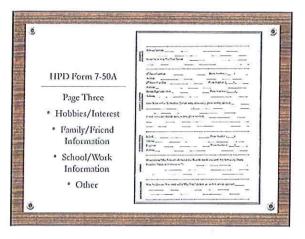


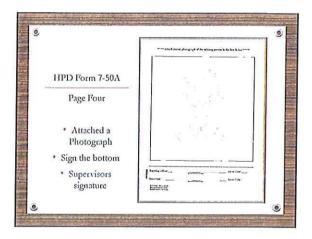


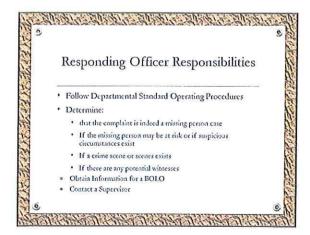


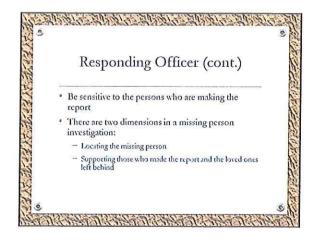


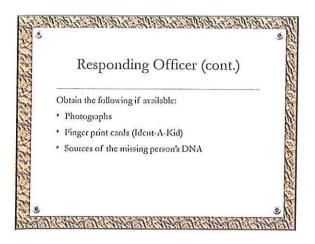


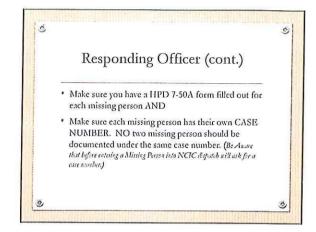












3 Responding Officer (Cont.)

1) Name, age, and physical description of the person, and relationship of the reporting person to the missing person.

2) Time & place last seen and the identity of anyone accompanying the missing person.

3) The extent of any earth already conducted for the missing person has been reported missing before and the degree to which the abrence departs from certifished behavior patterns, habits or plans.

5) Whether the missing person has been involved recently in domentic problems, but taked about transing samy or committing solicite, is dependent on dray or already he behavior, has taked about transing samy or committing solicite, is dependent on dray or already to the same history of mental allness.

6) Physical condition of missing person fprescription medication. Find out if the person took the needed medication.

Continued...

7.) Any information about a vehicle or other form of transportation;

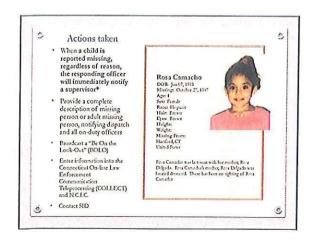
8.) Determine if the missing person has taken anything with them (food, clothing, money, weapons, personal item) If they have a bank account check for activity.

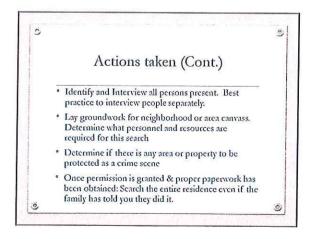
9.) Check missing persons bome for notes, travel folders, newspaper articles or like items in the persons room. If there is a computer, consider appropriate safegurds for later analysis.

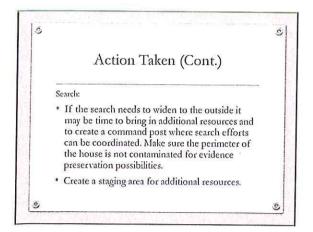
10) Ask if the missing person has a cell telephone or pager. Record and call number, leave voicemail if it picks up.

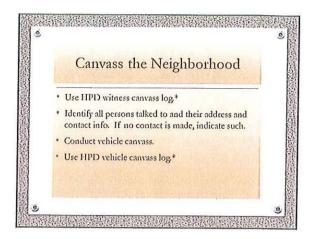
11) Ask about relatives, friends or neighbors the missing person might see; and

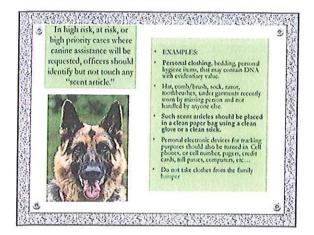
12) Has the missing person falled to perform some important task (ex-pick up children, feed pers)

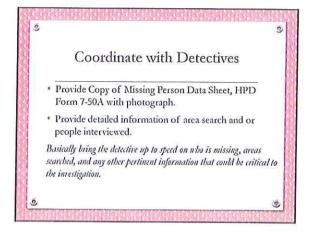


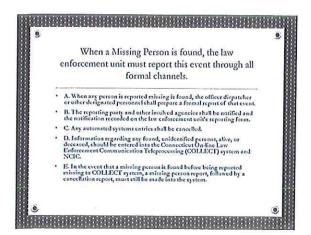


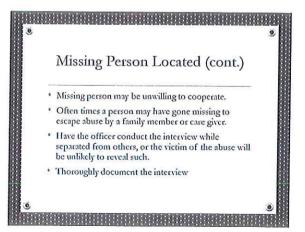


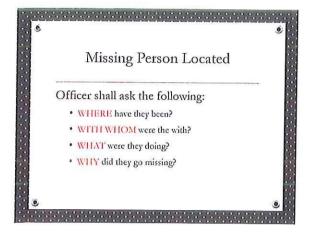


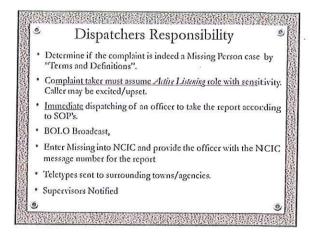


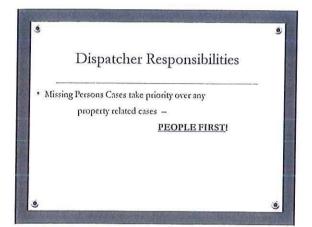


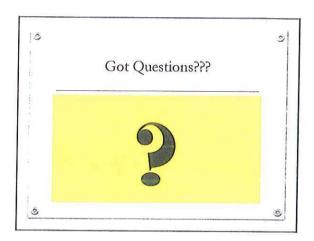


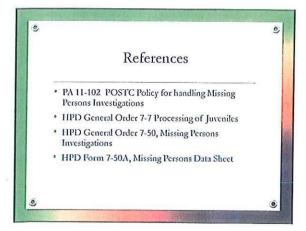


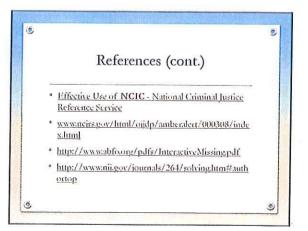


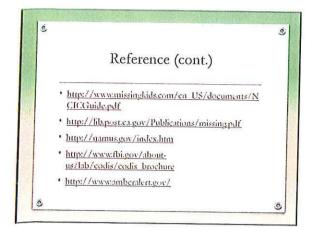


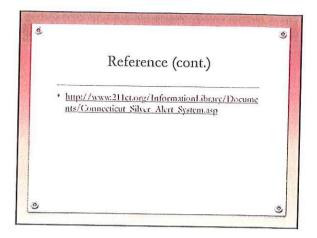












CONFECTION	HARTFORD POLICE DEPARTMENT POLICY AND PROCEDURE GENERAL ORDER	EFFECTIVE DATE: 03/12/12 ISSUANCE DATE: 03/12/12	ORDER NUMBER: 7-50 PAGE: 1 of 5
MISSING	B PERSONS INVESTIGATIONS	REFERENCE: POSTC Policy for Handling Missing Persons Investigations, PA 11-102, CGS 7-282c, CGS 46b-120, 46b- 149, and CGS 29-1e, HPD Form 7-	RESCINDS: GO 7-83 of 06/14/92

CHIEF'S SIGNATURE

50A - Missing Person Data Sheet, GO 7-108 of 03/31/02 - Amber Alert

ames C. Rovella, Chief of Police

PURPOSE: II.

This order establishes the protocol for the handling of all missing person cases.

POLICY: III.

It is the policy of the Hartford Police Department to follow the Connecticut Police Officer Standards and Training Policy for Handling Missing Persons Investigations. The Department's policy requires that all personnel shall immediately assist any person who is making a report of a missing person without delay, that all personnel shall be sensitive to the interests, concerns, and needs of the family or other reporting persons, and that all personnel shall to the fullest extent possible, continually communicate relevant and appropriate information on the handling of the case.

III. **DEFINTIONS:**

Missing Person: Any person who is reported missing to a law enforcement agency until the person is located or determined to be a voluntarily missing adult. It also includes any child who is missing voluntarily or involuntarily, or under circumstances not conforming to his or her ordinary habits or behavior and who may be in need of assistance.

Adult Missing Person: Any individual who has attained the age of 18 years who meets the criteria for a missing person defined above.

Missing Child: Any person who is under the age of 18 years, whose temporary or permanent residence is in Connecticut or is believed to be in Connecticut, whose location has not been determined, and who has been reported as missing to a law enforcement agency

At Risk: Regardless of age, a missing person is at risk when missing under circumstances in which the individual is in danger of serious physical injury or death. Every missing person shall be presumed to be "at risk" until a reasonable and articulable basis to conclude otherwise exists.



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MISSING PERSONS INVESTIGATIONS

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Missing - Not At-Risk Adult: An adult will not be considered "at-risk" if any of the following criteria are met:

- "Absent Spouse": An absent spouse has committed no crime and is legally free
 to come and go. Caution should be exercised both in preserving the privacy
 rights of the spouse in their wish to keep their whereabouts unknown and in
 making sure that the "absent spouse" is not, in fact, the victim of foul play
 related to domestic abuse.
- An adult who has left a note and/or told a credible person that they are intentionally absent. An exception would be a suicide note.
- 3. An adult who simply has not been in touch with the reporting party for an extended period of time, unless extenuating circumstances exist.
- 4. Fugitives from justice including AWOL service personnel.
- 5. An adult who is being sought for business or social purposes such as debt collections or school reunions.

IV. PROCEDURES:

A. Public Safety Dispatch Center (PSDC) will:

- 1. Accept without delay all missing person complaints.
- 2. Classify and dispatch all missing person complaints as "A" calls.
- 3. The PSDC call taker will immediately enter the information into CAD with the location, complainant name, callback number, name and descriptive information of the missing person, time the missing person was last seen and the last known location.
- The PSDC call taker will assign the call for service to the recommended unit pursuant to the CAD algorithm.
- 5. Receive and provide appropriate assistance in the investigation of missing persons when requested by other law enforcement agencies.
- Upon request from the investigating officer, enter and/or remove the missing person from the National Crime Information Center (NCIC) and Connecticut On-Line Law Enforcement Communication Teleprocessing (COLLECT) systems.
- In the event that a missing person is found before being entered into COLLECT, the PSDC will enter the missing person report and then cancel the person from the COLLECT/NCIC systems.
- 8. Provide the COLLECT/NCIC message numbers to the investigating officer.

B. Patrol Officers Shall:

- 1. Upon receipt of a missing person complaint:
 - a. Promptly respond to a missing person complaint.
 - b. Notify a supervisor of all missing person complaints.
 - c. Verify the person is missing by conducting a consensual search of the house and grounds to include places where a missing person could be hiding, trapped or asleep. (For missing children search the house first, even if the parents/guardians said they have already done so.)
 - d. Interview the parents/guardians, the spouse/significant other and/or the person making the initial report.



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MISSING PERSONS INVESTIGATIONS

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e. Verify the custody status of missing juveniles under the age of 18.

 f. While with the complainant, complete the Hartford Police Department's Missing Person Data Sheet. (Appendix A)

g. At the earliest possible moment, notify the PSDC and all on-duty officers of details and broadcast a "Be On the Look-Out" BOLO.

h. Request that the PSDC enter information into the COLLECT/NCIC systems. If the missing person is under the age of 18 or determined to be "at risk" this must be completed as soon as possible or within four (4) hours.

i. Request additional resources as necessary.

j. Take other reasonable steps to locate the missing person such as:

Lay ground work for neighborhood or area canvass.

Determine if any area or property is to be protected as a crime scene.

- k. Thoroughly search the immediate and surrounding area in a logical and systematic manner.
- I. Documentation:
 - Complete all necessary reports including a Missing Person Data Sheet, using separate case numbers for each missing person.

• Include the COLLECT/NCIC message numbers in the report.

- Attach any photos of missing person if available to the Missing Person Data Sheet.
- Promptly notify and send copies of your reports to the law enforcement agency that has jurisdiction over the missing person, to the law enforcement agency where the missing person resides, and to the law enforcement agency where the missing person was last seen. It may also be appropriate to notify the law enforcement agency having jurisdiction over the missing person's intended destination.

Note: It is an incorrect assumption to believe that 24 hours, or any other time frame must pass, before a law enforcement agency will accept a missing person report. There is **NO** waiting period for reporting a missing person.

Note: Personnel are also reminded that missing person complaints may require officers to consider additional policies and procedures such as the Amber Alert Plan, Response to Major Crime Scenes, Crisis Intervention Team Order and Handling and Processing of Evidence.

2. If a Missing Person is located:

a. A law enforcement officer shall verify that the Missing Person has been located. If the Missing Person is a Missing Child, a law enforcement officer shall <u>physically</u> verify the return of the missing child. If the Missing Person is a Missing Adult, a law enforcement officer shall make every effort to physically verify the return of the missing adult.



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b. Ascertain the reason for going missing, where the missing person has been, who the missing person has been with, and what the missing person has been doing.

c. Assess if a missing adult is mentally, physically or medically capable of taking care of themselves and take appropriate actions as required. (Remember that a law enforcement officer shall make every effort to

physically verify the return of the missing adult.)

d. If a missing child is located in Hartford, transport the child back to their residence and turn them over to a parent/guardian or responsible adult. (Remember that if a missing child is located, a law enforcement officer shall physically verify the return of the missing child.)

e. If a missing child is located outside the City of Hartford, coordinate the safe

return of the child with a parent/guardian or responsible adult.

f. Documentation:

- If the located missing person was originally reported to Hartford Police as missing, obtain the COLLECT/NCIC locate number from the PSDC and document the same in a supplemental report utilizing the original case number.
- If the located missing person was originally reported to a law enforcement agency outside of Hartford, request that the PSDC send a missing persons located teletype to the originating law enforcement agency. Draw a new case number and document your actions on a Case Incident Report for each missing person. Reference the Original Reporting Agency's case number in your report.

Forward a copy of your report to the Juvenile Investigative Division.

Note: A child who is 17 years of age or younger may be held in protective custody for not more than 12 hours.

C. Patrol Supervisors Shall:

 Upon receipt of a missing person complaint, assess the complaint with the investigating officer and respond when necessary.

2. If the missing person is a missing child or an "at risk" missing person:

a. Respond to the scene.

 Notify the Juvenile Investigative Division; if outside normal work hours utilize callback procedures.

Establish a search team and ensure coordination and cooperation among all
police personnel involved in the investigation and search effort.

d. Determine if additional personnel are needed to assist in the investigation, such as additional uniformed officers or K-9 Officers.

 If the mandatory criteria for an Amber Alert or Silver Alert have been met, notify the JID and work with the JID to ensure that HPD policies and procedures regarding Amber and Silver Alert plans are followed.

Ensure all reasonable steps to locate the missing person have been taken.



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MISSING PERSONS INVESTIGATIONS

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5. Review all reports for accuracy and completeness. Notarize all reports.

6. Make all appropriate command notifications and complete all required Unusual Occurrence Reports.

D. Juvenile Investigative Division personnel shall:

1. Respond to all reports of missing children or "at risk" missing persons.

2. Ensure, when appropriate, that the Amber Alert and Silver Alert plans are activated in accordance with HPD policy and procedures and laws.

3. For missing persons who are 18 years of age or younger contact the National Center for Missing and Exploited Children.

4. For missing persons over the age of 18 years contact the National Center for Missing Adults.

5. Activate and utilize all appropriate automated citizen notification programs as warranted. (i.e. "A Child is Missing" (ACIM), Everbridge)

6. Enter all missing person cases into NamUs after the individual has been missing for 30 days.

7. Initiate follow-up contacts within 30 days with the person who filed the missing person report and other agencies who are involved in the case.

8. Cancel automated system entries and automated citizen notifications when a missing person has been located.

E. Commander, Juvenile Investigative Division shall:

1. Supervise the activities of JID personnel handling missing person investigations.

F. Commander, Police Academy shall:

1. Ensure that all sworn personnel are routinely trained in the requirements of this policy and the law.

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Hartford Police Department MISSING PERSON DATA SHEET



Itestructions: Complete all information legibly, attach original to your report and forward a copy to JID immediately. Refer to the Department's General Order regarding Missing Person Investigations for more information.

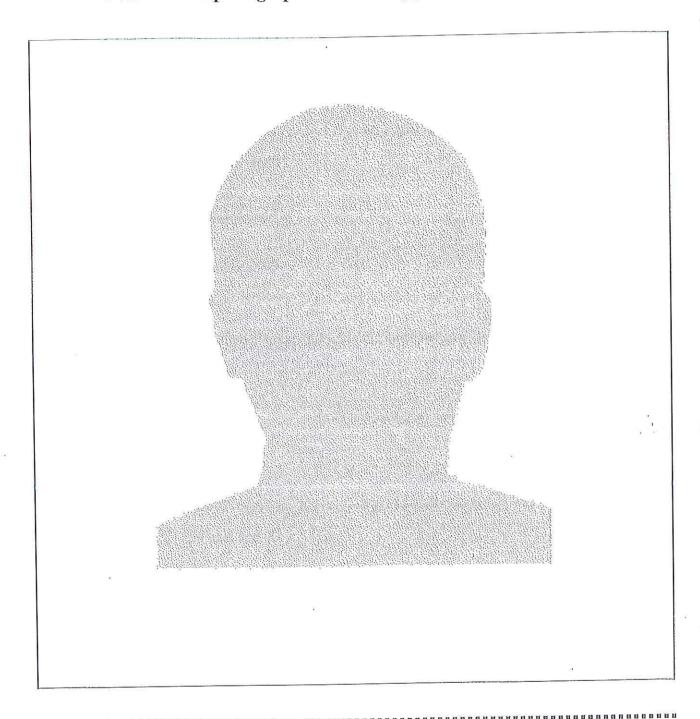
Date:	Time	Case #;		JID Notification:	YES / NO
NCIC/COLLECT	Message#:		Photo Attached:	YES / NO	
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Social Security #: _		License/ID#:		•	
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COMPLAINANT

MISSING PERSON BASIC INFORMATION.

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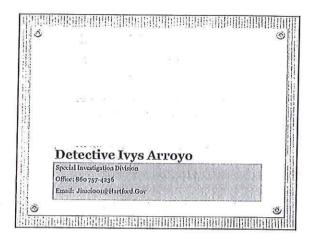
*****Attach recent photograph of the missing person in the box below****

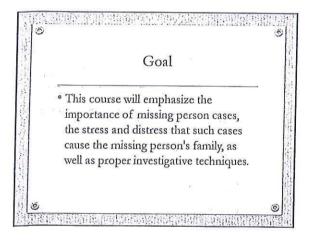


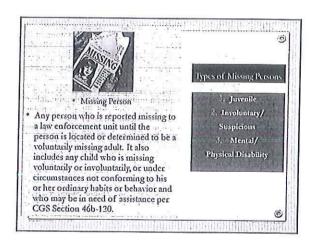
Reporting Officer:		Arrest Code:
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Supervisor:		Arrest Code:
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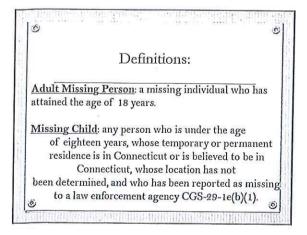
HPD Form 7-50A (4 pages) Missing Person Data Sheet Created: 03/12/12 JCR/cem

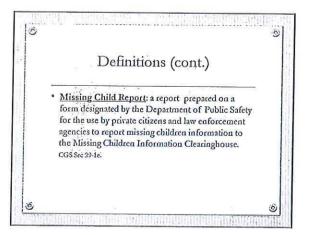


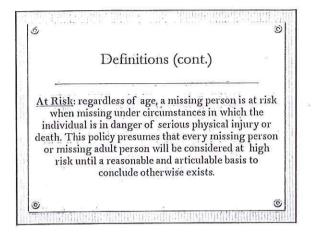


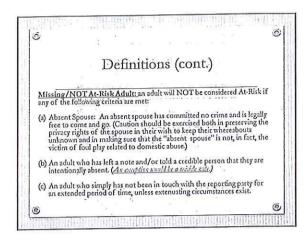


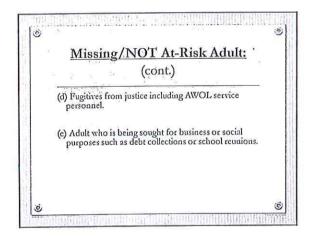


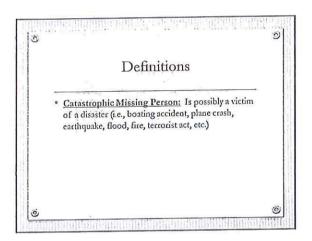


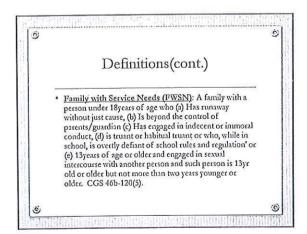


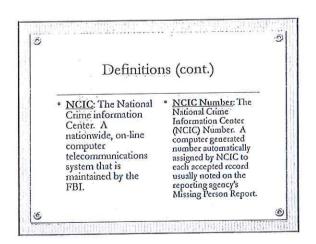


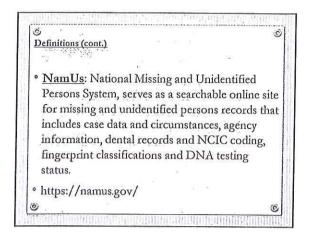


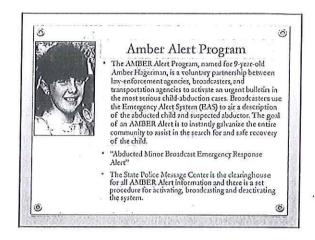


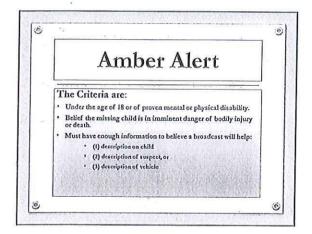


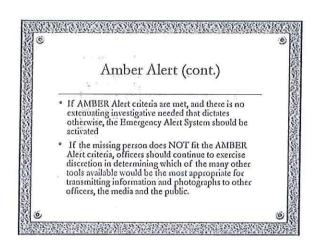












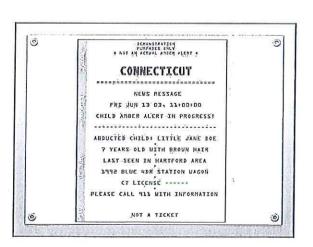
During an Amber Alert the
CT Lottery Will

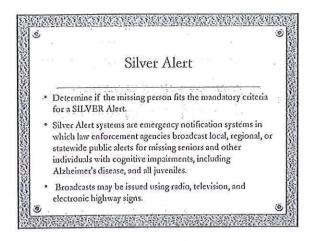
* Send an immediate text message to 2,800
Lottery retailers statewide.

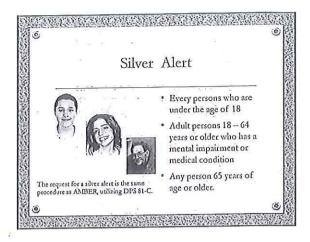
* Retailers will print and post copies of the Alert message in their store.

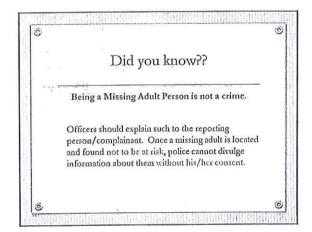
* The Alert message will be re-broadcast to retailers every half-hour for the first ninety minutes.

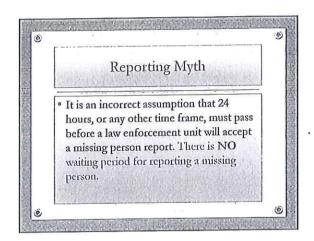
* The Alert information will also be displayed on 300 Lottery Electronic Message Units statewide.

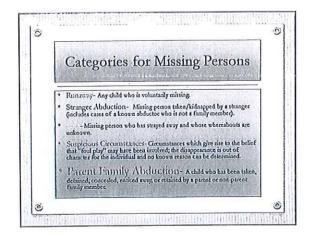


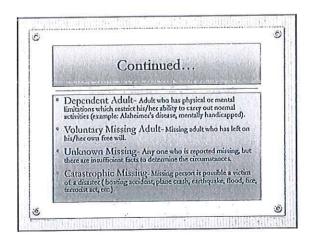


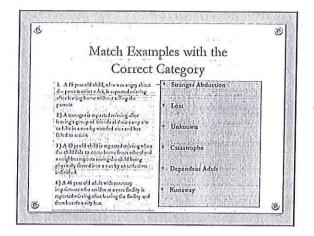


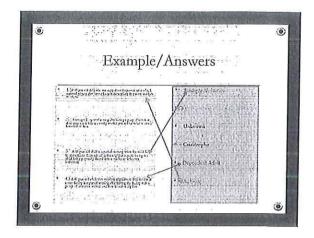




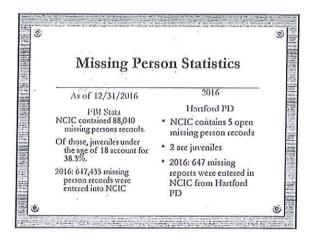


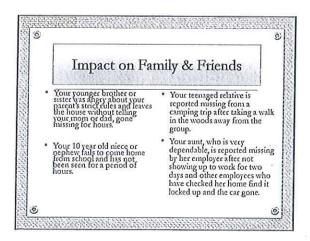








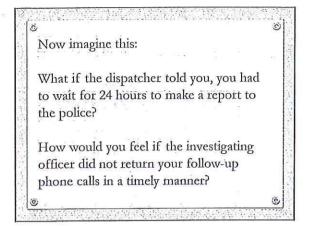


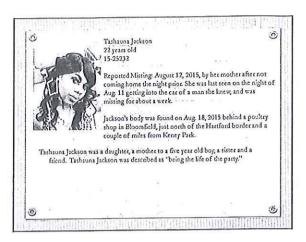


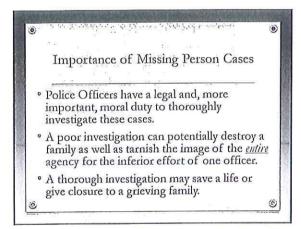
What emotions would you feel for your loved one?

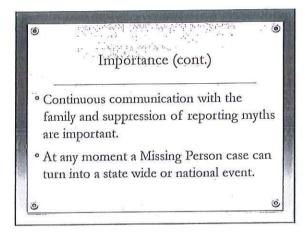
How would you feel if the investigating police officer did not display concern over your fears?

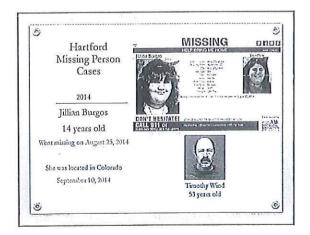
What if the officer took minimal information and exited, spending minimal time at your complaint?

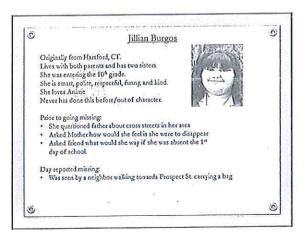


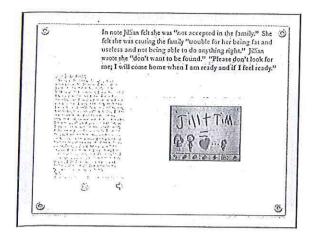


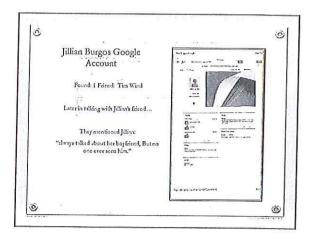


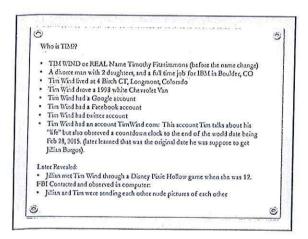


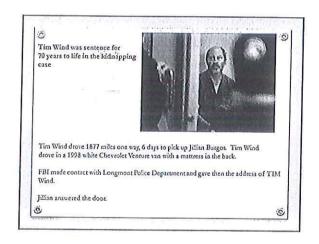


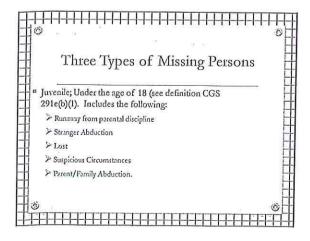


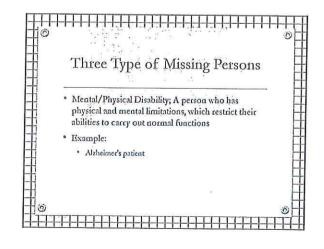


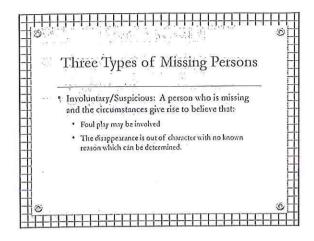




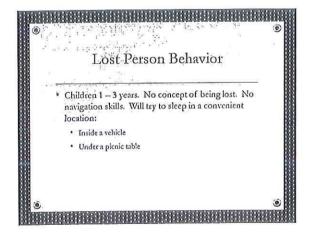


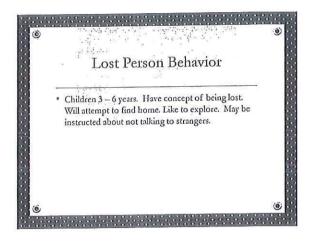


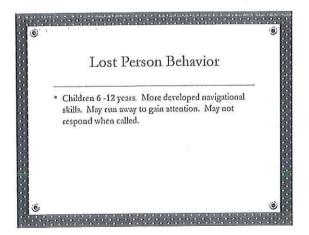


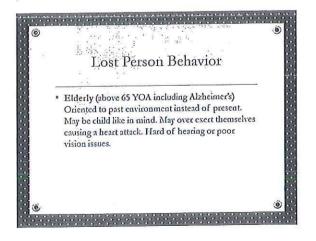


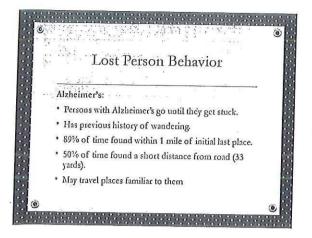


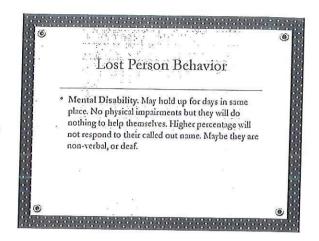


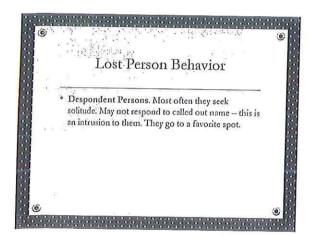


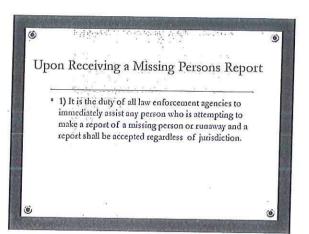


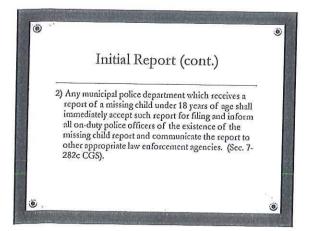


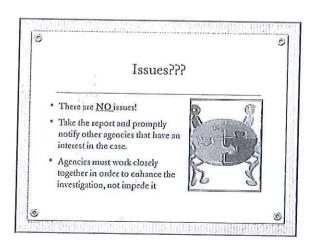


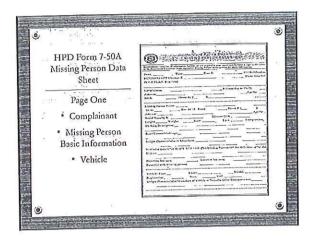


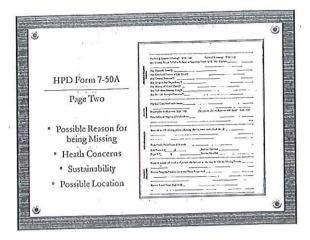


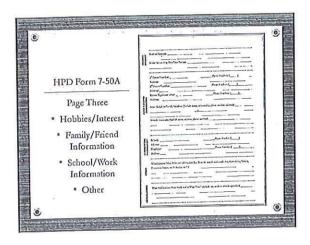


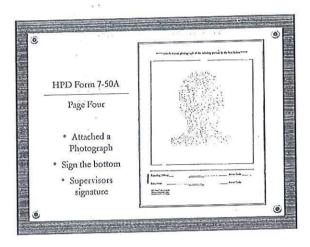


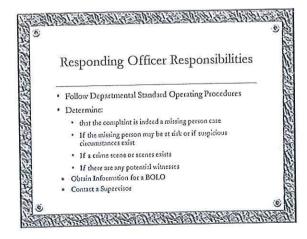


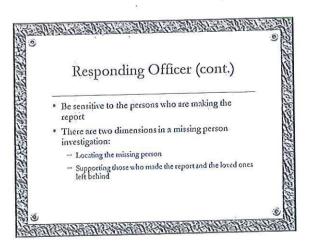


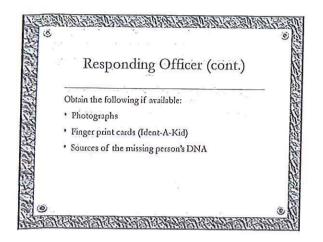


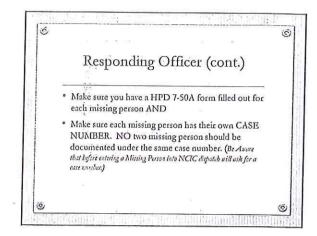


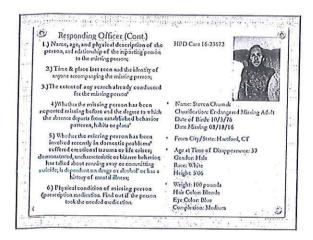


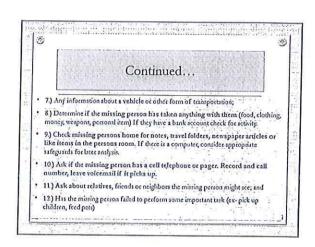


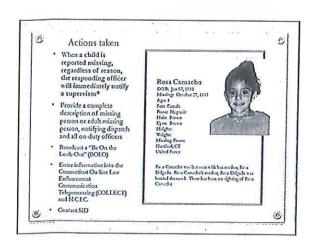


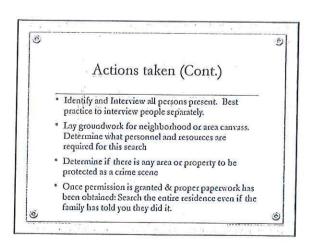


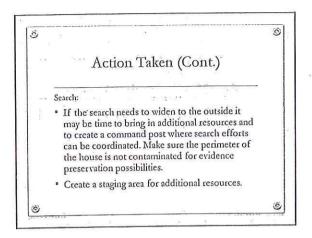


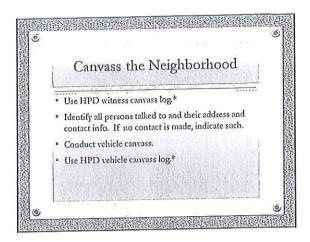


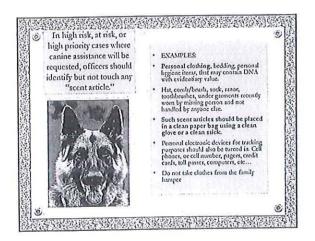


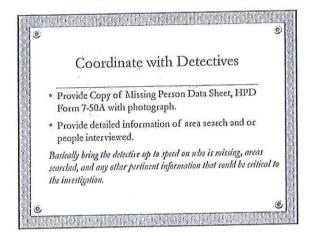


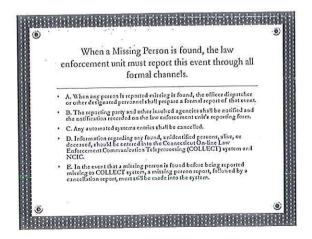


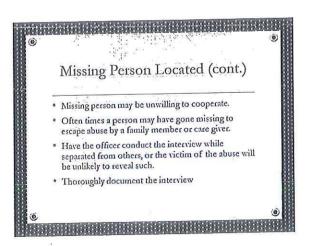


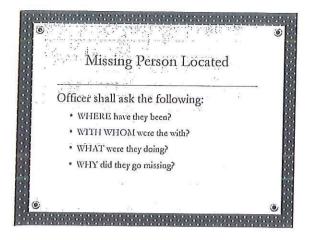


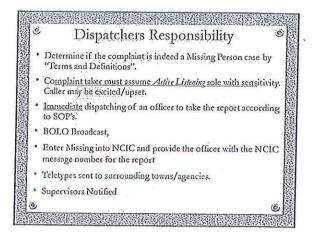


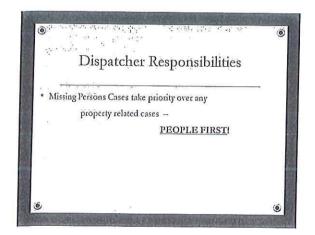


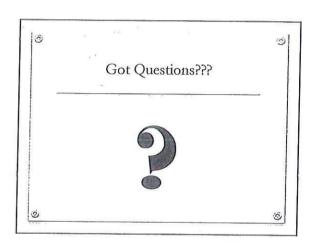


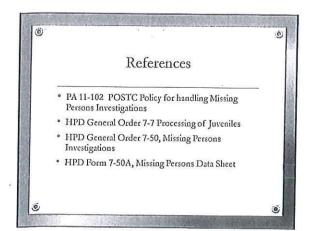


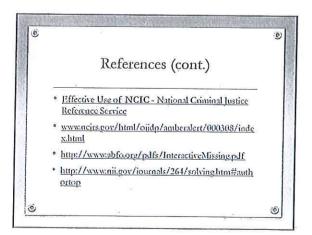


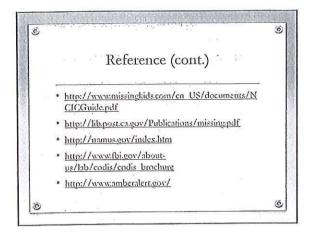


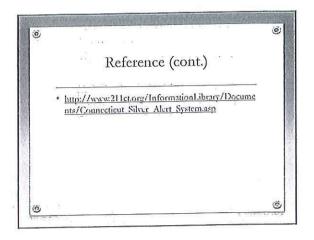












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HARTFORD POLICE DEPARTMENT POLICY AND PROCEDURE GENERAL ORDER

EFFECTIVE DATE:	ORDER NUMBER:
03/12/12	7-50
ISSUANCE DATE:	PAGE:
03/12/12	1 of 5
REFERENCE:	RESCINDS:

MISSING PERSONS INVESTIGATIONS

POSTC Policy for Handling Missing Persons Investigations, PA 11-102, CGS 7-282c, CGS 46b-120, 46b-149, and CGS 29-1e, HPD Form 7-50A - Missing Person Data Sheet, GO 7-108 of 03/31/02 - Amber Alert GO 7-83 of 06/14/92

CHIEF'S SIGNATURE

lames C. Rovella, Chief of Police

I. PURPOSE:

This order establishes the protocol for the handling of all missing person cases.

II. POLICY:

It is the policy of the Hartford Police Department to follow the Connecticut Police Officer Standards and Training Policy for Handling Missing Persons Investigations. The Department's policy requires that all personnel shall immediately assist any person who is making a report of a missing person without delay, that all personnel shall be sensitive to the interests, concerns, and needs of the family or other reporting persons, and that all personnel shall to the fullest extent possible, continually communicate relevant and appropriate information on the handling of the case.

III. DEFINTIONS:

Missing Person: Any person who is reported missing to a law enforcement agency until the person is located or determined to be a voluntarily missing adult. It also includes any child who is missing voluntarily or involuntarily, or under circumstances not conforming to his or her ordinary habits or behavior and who may be in need of assistance.

Adult Missing Person: Any individual who has attained the age of 18 years who meets the criteria for a missing person defined above.

Missing Child: Any person who is under the age of 18 years, whose temporary or permanent residence is in Connecticut or is believed to be in Connecticut, whose location has not been determined, and who has been reported as missing to a law enforcement agency

At Risk: Regardless of age, a missing person is at risk when missing under circumstances in which the individual is in danger of serious physical injury or death. Every missing person shall be presumed to be "at risk" until a reasonable and articulable basis to conclude otherwise exists.



GENERAL ORDER 7-50

MISSING PERSONS INVESTIGATIONS

PAGE 3 of 5

EFFECTIVE: 03/12/12

e. Verify the custody status of missing juveniles under the age of 18.

f. While with the complainant, complete the Hartford Police Department's Missing Person Data Sheet. (Appendix A)

g. At the earliest possible moment, notify the PSDC and all on-duty officers of details and broadcast a "Be On the Look-Out" BOLO.

h. Request that the PSDC enter information into the COLLECT/NCIC systems. If the missing person is under the age of 18 or determined to be "at risk" this must be completed as soon as possible or within four (4) hours.

i. Request additional resources as necessary.

j. Take other reasonable steps to locate the missing person such as:

Lay ground work for neighborhood or area canvass.

Determine if any area or property is to be protected as a crime scene.

k. Thoroughly search the immediate and surrounding area in a logical and systematic manner.

I. Documentation:

 Complete all necessary reports including a Missing Person Data Sheet, using separate case numbers for each missing person.

Include the COLLECT/NCIC message numbers in the report.

 Attach any photos of missing person if available to the Missing Person Data Sheet.

Promptly notify and send copies of your reports to the law enforcement agency that has jurisdiction over the missing person, to the law enforcement agency where the missing person resides, and to the law enforcement agency where the missing person was last seen. It may also be appropriate to notify the law enforcement agency having jurisdiction over the missing person's intended destination.

Note: It is an incorrect assumption to believe that 24 hours, or any other time frame must pass, before a law enforcement agency will accept a missing person report. There is **NO** waiting period for reporting a missing person.

Note: Personnel are also reminded that missing person complaints may require officers to consider additional policies and procedures such as the Amber Alert Plan, Response to Major Crime Scenes, Crisis Intervention Team Order and Handling and Processing of Evidence.

2. If a Missing Person is located:

a. A law enforcement officer shall verify that the Missing Person has been located. If the Missing Person is a Missing Child, a law enforcement officer shall physically verify the return of the missing child. If the Missing Person is a Missing Adult, a law enforcement officer shall make every effort to physically verify the return of the missing adult.



GENERAL ORDER 7-50

MISSING PERSONS INVESTIGATIONS

PAGE 5 of 5

EFFECTIVE: 03/12/12

5. Review all reports for accuracy and completeness. Notarize all reports.

Make all appropriate command notifications and complete all required Unusual Occurrence Reports.

D. Juvenile Investigative Division personnel shall:

1. Respond to all reports of missing children or "at risk" missing persons.

2. Ensure, when appropriate, that the Amber Alert and Silver Alert plans are activated in accordance with HPD policy and procedures and laws.

3. For missing persons who are 18 years of age or younger contact the National Center for Missing and Exploited Children.

 For missing persons over the age of 18 years contact the National Center for Missing Adults.

5. Activate and utilize all appropriate automated citizen notification programs as warranted. (i.e. "A Child is Missing" (ACIM), Everbridge)

6. Enter all missing person cases into NamUs after the individual has been missing for 30 days.

7. Initiate follow-up contacts within 30 days with the person who filed the missing person report and other agencies who are involved in the case.

8. Cancel automated system entries and automated citizen notifications when a missing person has been located.

E. Commander, Juvenile Investigative Division shall:

1. Supervise the activities of JID personnel handling missing person investigations.

F. Commander, Police Academy shall:

1. Ensure that all sworn personnel are routinely trained in the requirements of this policy and the law.

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		<i>x</i> .



Hantford Police Department. WISSING PERSON DATA SHEET



Instructions: Complete all information legibly, attach original to your report and forward a copy to JID immediately. Refer to the Department's General Order regarding Missing Person Investigations for more information.

Date:	Time	Case #:		JID Notification:	YES/NO
BOLO Made?: YE					
		паппппппппппппппппппппппппппппппппппп			
Address:			-	Apt/flr:	
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Missing Person Nar	ne;				
		ace:]			
Address:				Apt/Flr	
		License/ID #			
		Eyes			
Clothing Description	n:	J. T.			
Scars/Tattoos/Marki	ngs:				
Unique Characterist	ics or Identifiers:				
		See Missing Persons (nition of "at risk.")	
Date/time last seen:	I	ocațion last seen:		N	
Person(s) with Missi	ng person:				M rappor
Registration:	State:	VIN:		440	
Unique Characteristi	cs/Identifiers of Vehic	le or Describe Other T	ransportati	on:	
		2			

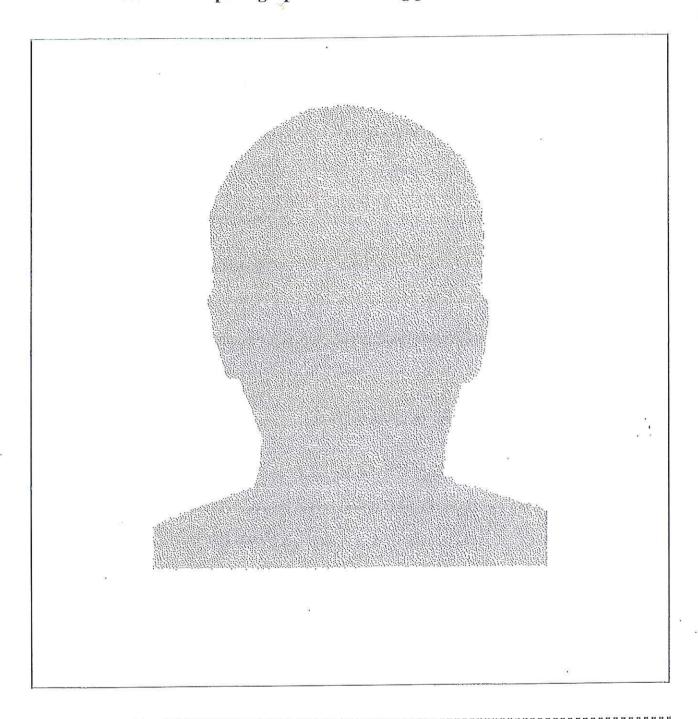
COMPLAINANT

MISSING PERSON BASIC INFORMATION

VEHICLE/OTHER TRANS TATION

Previously Reported Mussing (LEO /)	NO Habitual Runaway: YES / NO
Previously Reported Missing?: YES / I	n Important Task? YES/NO Explain:
	ř .
Any Unusual Behavior?:	
Any Drug/alcohol Dependency?:	
Any History of Mental Illness?:	
Any Talk about Running Away?:	·
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Physical Condition/Health Issues:	
Prescription Medications: YES / NO	Did person take medications with them? YES / NO
	3
	ng, checks, credit cards, food, etc)
Bank/Credit Union Name & Branch:	2
G II NI - II (Service Provider:
Cell Phone #: (·)	
Pager #: ()	Service Provider:
Pager #: ()	Service Provider:
Pager #: () Name & contact information of person	Service Provider: Service Provider:
Pager #: () Name & contact information of person Known Hangouts/Possible Locations/P	Service Provider:

*****Attach recent photograph of the missing person in the box below****



Reporting Officer:		Arrest Code:
roporting outcor.	(Clearly Print Name and Sign)	
Supervisor:		Arrest Code:
Eupervisor:	(Clearly Print Name and Sign)	

HPD Form 7-50A (4 pages) Missing Person Data Sheet Created: 03/12/12 JCR/cem



STATE OF CONNECTICUT POLICE OFFICER STANDARDS AND TRAINING COUNCIL REVIEW TRAINING CREDIT REPORT



RECERTIFICATION REQUIRES 60 HOURS

OFFI	JER:	-			PARTMEN	IT:			POST ID#	
		(Last)	(First)	(MI)						
				MANDA*	TORY HOU	IDC -	20			
Fiream	ns l	Rape Crisis	Domestic	기	Handling		ce and	Patrol	Gang	Bigotry or
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9	9	2	2	3	1		7	2	1	1
	•					*			9	· ·
Electi	ve Hou	ır s = 32. Max	dimum number	of hours in any s	single area	is 16,	except i	n area 3 which	is 24.	
			er GN 03-3. (Ea rs in the three	ich 3-hour clas: -year period)	s will cons	sist of	one-ho	ur classroom	time and two	hours of
	(Minimum passing firearms qualification score= 80% of a minimum 60 round POSTC approved course)									
		CUF	RICULUM AR	EAS (Specific o	ertificatio	n area	s locate	ed on back of	form)	
1	Crim	inal Justice	System	4 Hum	an Relatio	ne		7	Supervision	
2		e and the La			inal Inves		nne		Management	
3		tical Skills			ol Procedi		,,,,		Executive	
				3 33			Course			
Area			Торі	ic		hrs	credit	Date	** Instruct	or Signature
29	Blue	on Blue	off Duty En	counters		2	2		74	- '
			9							
							-			
		**I am a curr	ently certified	POSTC instruc	tor in eacl	n of th	e instru	ctional areas	taught above	
r										
			R NAME (PRIN	Т)	INSTR		R ID#		(PIRATION DA	\TE
Jeffi	rey M	orrison				2829		10/31/2020		
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Training	Officer	's Signature		Date	Off	icer Re	ceiving T	raining Signatu	re	Date
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Blue On Blue [629]

1.	What are the three levels of the Off-Duty Intervention Assessment? 1)
2.	Officers should call 911 and not risk the consequences of putting themselves into a situation that is considered A. Exigent B. Non- critical C. Important D. Frivolous
3.	A situation in which law enforcement intervention is required to prevent someone from being seriously injured or killed is considered a:
4.	A uniformed or plain clothed officer who comes upon a scene when an unidentified armed person is observed is called the:
5.	 The Confronted officer should do all of the following except: A. Do everything the challenging officer says B. Remain motionless even if it means a suspect may flee or escape C. Remain unidentified D. Do not turn or point weapon towards the challenging officer
6.	If possible, the challenging officer should take cover to the rear of the person being challenged. A. True B. False
7.	Off-duty incidents generally will not end at the scene, an investigation may be conducted by: 1)

	nger your family is at the scene, the more likely you will make tactically unsound ns in an effort to protect them.
	True
В.	False

- 9. In regards to off- duty survival, a family plan should be discussed and implemented for use in the event of an encounter.
 - A. True
 - B. False
- 10. When considering to intervene, you should always consider if you have the necessary equipment.
 - A. True
 - B. False

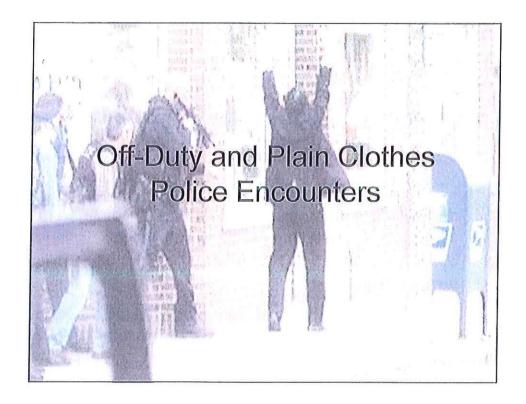
3) Internal Affairs

Blue On Blue [629]

1.	What are the three levels of the Off-Duty Intervention Assessment? 1) Non- Critical 2) Important 3) Critical
2.	Officers should call 911 and not risk the consequences of putting themselves into a situation that is considered A. Exigent B. Non-critical C. Important D. Frivolous
3.	A situation in which law enforcement intervention is required to prevent someone from being seriously injured or killed is considered a: Challenging Officer
4.	A uniformed or plain clothed officer who comes upon a scene when an unidentified armed person is observed is called the: Confronted Officer
5.	 The Confronted officer should do all of the following except: A. Do everything the challenging officer says B. Remain motionless even if it means a suspect may flee or escape C. Remain unidentified D. Do not turn or point weapon towards the challenging officer
6.	If possible, the challenging officer should take cover to the rear of the person being challenged. A. True B. False
7.	Off-duty incidents generally will not end at the scene, an investigation may be conducted by: 1) Officer's department 2) Jurisdiction of occurrence

8.	. The longer your family is at the scene, the more likely you will make tactically unsound		
	decisions in an effort to protect them.		
	A.	<u>True</u>	
	В.	False	

- 9. In regards to off- duty survival, a family plan should be discussed and implemented for use in the event of an encounter.
 - A. True
 - B. False
- 10. When considering to intervene, you should always consider if you have the necessary equipment.
 - A. True
 - B. False



Training Objectives

- 1. Identify three (3) levels of off-duty intervention assessment
- 2. List appropriate actions to be taken at each level of off-duty intervention assessment
- 3. Explain the appropriate actions a confronted officer should take during a confrontation with another member of law enforcement

Training Objectives

- 4. Explain the appropriate actions a challenging officer should take during a confrontation with another member of law enforcement
- 5. Describe a "family plan"
- 6. Demonstrate practical application of lesson objectives during confrontation scenarios

Off-Duty Intervention Assessment

- Officers should always be prepared for situations that may require intervention
- Decision to intervene while off duty should be evaluated along a scale of urgency
- Intervention in situations could possibly result in a situation the off-duty officer underestimated or might not be able to control

Three Levels of Off-Duty Intervention Assessment

- 1. Non-critical situation is not urgent
- 2. Important higher threat level
- 3. Critical true emergency

Three Levels of Off-Duty Intervention Assessment

- 1. Non-critical situation is not urgent
 - Officer should not risk consequences of putting himself into the situation
 - Call 911
 - Continue to access the situation and gather accurate information until on-duty officers respond

Three Levels of Off-Duty Intervention Assessment

2. Important – higher threat level

- Example: On-duty officers might need your help but do not know who you are
- Consider that the on-duty officer might think you are another offender or you might be a distraction to the officer
- If you become involved, be mindful of other offender(s) in surrounding area that might target you as threat

Three Levels of Off-Duty Intervention Assessment

3. Critical – true emergency

 A situation in which law enforcement intervention is required to prevent someone from being seriously injured or killed

Considerations When Assessing Off-Duty Intervention

- Are you mentally prepared?
- Is your judgment and reaction time impaired from medication, alcohol, etc.?
- Do you have jurisdiction as a police officer where this crime or incident is taking place?

Considerations When Assessing Off-Duty Intervention

- If your family is present, would they be in greater jeopardy if you were to take action?
- Do you have the necessary equipment to intervene?
- Survey the environment
- Have shield and ID accessible and visible before and after each situation

Taking Action During a Confrontation Encounter

Challenging Officer – uniformed or plain clothed officer who comes upon a scene where an unidentified armed person is observed

Confronted Officer – an officer who is usually civilian clothed either on or off duty, who may be armed and taking police action and whose identity and objectives are not immediately apparent to the challenging officer

Taking Action During a Confrontation Encounter

 Burden of proving identity in any confrontation should rest on the confronted officer whether on or off duty

Confronted officer should:

- Verbally identify self
- 2. Do everything challenging officer says
- 3. Remain motionless even if it means a suspect may flee or escape
- 4. Do not turn or point weapon towards challenging officer

Taking Action During a Confrontation Encounter

Confronted officer should:

- 5. If asked to display shield or ID to challenging officer, do so in a slow control manner
- Remain behind cover unless otherwise directed by challenging officer
- 7. Expect to be treated like an offender until status is verified

Taking Action During a Confrontation Encounter

- Challenging officer should use sound tactics and judgment in approaching the situation
 - If possible, take cover to the rear of the person being challenged
 - * Challenge from rear allows more time to evaluate subject's reactions and gives tactical advantage
 - Identify self in loud clear voice and avoid using directives which are contradictory
 - 3. Request person to identify themselves
 - 4. Must be completely satisfied as to person's identity before coming out of cover and taking further action

Possible Results of a Confrontation

- Off-duty incident generally will not end at the scene
- · An investigation may be conducted by:
 - Officer's department
 - Jurisdiction of occurrence
 - Internal Affairs
- Department policy and procedures should be checked for compliance

Off-Duty Survival When With Family Members

- How family members act when they are with you during an off-duty incident can make a difference between a safe resolution and disaster
- Implement a "family plan" to be used during an off-duty intervention
 - Teach family members never to identify you as law enforcement to public during situation
 - Develop a covert code you or your family can use
 - Family should separate quietly and advise 911 operator of situation making sure to inform operator there is an officer at scene with description of what you are wearing

Off-Duty Survival When with Family Members

 Longer your family stays at the scene the more likely you will make tactically unsound decisions in an effort to protect them

Review of Training Objectives

- 1. Identify three (3) levels of off-duty intervention assessment
- 2. List appropriate actions to be taken at each level of off-duty intervention assessment
- 3. Explain the appropriate actions a confronted officer should take during a confrontation with another member of law enforcement

Review of Training Objectives

- 4. Explain the appropriate actions a challenging officer should take during a confrontation with another member of law enforcement
- 5. Describe a "family plan"
- 6. Demonstrate practical application of lesson objectives during confrontation scenarios